Point of View By Robert M. O'Neil

T HAS BEEN A TOUGH SEASON for CAMPUS speech codes. Republican Sen. Larry Craig of Idaho early this year introduced a bill that would bar all federally supported colleges and universities (public and private) from disciplining students on the basis of "protected speech." The Wisconsin Legislature has been bitterly divided over a new and more precise version of a speech code that the University of Wisconsin Regents devised to replace one struck down on constitutional grounds last year.

At its annual meeting last month, the American Association of University Professors approved an unequivocal declaration against speech codes, after earlier considering a draft statement endorsing speech codes in some circumstances. On college campuses, the statement said, "rules that ban or punish speech based upon its content cannot be justified.

Then, two weeks ago, came yet another challenge, in the form of the Supreme Court's longawaited decision on cross burning. The seriousness of the challenge came not simply from the result of the case—a judgment holding that cities and states may not punish expressive conduct (even conduct as hateful as burning a cross on a black family's lawn) when the sanction singles out a particular message or viewpoint. What made the decision even more telling was the unanimity of a normally conservative Court in striking down a St. Paul law barring bigoted acts, such as burning crosses or painting Nazi swastikas, that arouse "anger, alarm or resentment in others on the basis of race, color, creed, religion or gender."

All nine justices agreed that the law violated the First Amendment's guarantee of freedom of speech, even though the harmony of result masked sharp differences in philosophy and approach.

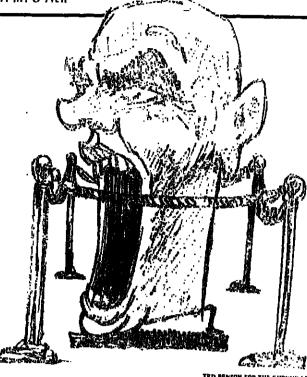
The central question now for the academic community is what the cross-burning decision means for campus speech codes and similar policies. Here one must reason by analogy; it is a long way from burning crosses on Minnesota lawns to banning certain kinds of words and epithets on college campuses. Yet the majority opinion written by Justice Antonin Scalia does yield a couple of potentially helpful principles.

One is the notion that so-called fighting words, including racist, sexist, homophobic, and ethnically demeaning epithets, are not devoid of ideas or messages. In fact, Justice Scalia reminded us, "sometimes they are quite expressive indeed." It is the hateful thought behind the epithet or slur that makes it so offensive and causes sensitive communities to seek ways of limiting such abusive and venomous language.

The central holding of the case logically follows: When it is the particular message or viewpoint that triggers penalties—even within a category of speech such as "fighting words" that normally would not be protected by the First Amendment-that singling out of particular expression may violate the Constitution's guarantee of free speech. So it was with the St. Paul ordinance that singled out for distinctive treatment cross burning motivated by racial animus.

Under this view of the First Amendment, some speech codes and rules are more clearly suspect than others-although a careful reassessment of all such policies now seems to be in order. Those rules that focus on "fighting words" and target language that offends by reason of race, religion, gender, and sexual preference, seem most clearly and immediately called into question by the Court's ruling.

Codes that extend general harassment or discrimination policies to include racist and sexist epithets may be less directly affected by the recent ruling. However, two lower federal courts already have found unconstitutional such policies at the Universities of Michigan



A Time to Re-Evaluate Campus Speech Codes

and Wisconsin-albeit on grounds of vagueness. Surcly such policies will fare no better now that the Supreme Court has spoken.

The Court's ruling also has raised doubts about policies that prescribe harsher penalties for certain offenses (e.g., assaults) when the motivation is racial or homophobic than when such animus is not involved. The focus of such policies is ostensibly on conduct and not on speech. But in most such cases, the racial or other forbidden motive can only be proved based on the speech or expression of the accused person-u process that brings into play the Supreme Court's ruling against penalties that single out a particular viewpoint or message.

Least vulnerable in the wake of the Court's ruling may be codes of two other types. The first includes those codes that focus solely on conduct or behaviorphysical disruption, assault, and the like, regardless of motive-rather than focusing on speech, even though expression may play some part in the offense. The second includes those codes that focus on intentional infliction of mental or emotional distress. Rules of that kind typically require proof not only of a specific intent to harm another person, but also proof of the effects of the communication upon that person.

Obviously the academic community could respond to the cross-burning case and other recent developments in narrowly legal ways. Private institutions could insist that, because they are not bound by the Constitution, the case has no bearing on their policies, at least barring the unlikely enactment of Senator Craig's bill or similar legislation that would subject them to First Amendment constraints. And at least some public institutions could read the recent decision narrowly, distinguishing their rules from the St. Paul ordinance so as to salvage the letter, if not the spirit, of many current hate-speech policies.

UT SUCH A MINIMAL RESPONSE Would miss both the opportunity and the challenge to revisit the broader administrative and educational aspects of campus speech codes, not just their legal standing. In fact, we now have had enough experience with such codes to begin to ask some central questions about their effects, as well as the premises upon which they are based.

We should now be able to assess their impact on the campus climate and to judge (as we could not at first) whether conditions for historically disadvantaged and

disparaged groups have improved on campuses with such codes-and, if conditions have improved, to what degree the credit belongs to speech codes. And we should by now be able to compare similar institutions—contrasting the climate and the experience of those that have adopted speech codes with that of campuses that have eschewed them. Until now, we have relied on conjecture and hypothesis; now we should search for hard data to test those hypotheses.

Speech that wounds or insults or demeans by reason of race, gender, religion, or sexual preference has no place on a university campus. In fact, such expression seems least tolerable in an academic setting, where the values of rational discourse and the quest for truth are paramount. Universities also have a special need to establish an environment hospitable to persons who have felt unwelcome there for far too long, and whose very ability to learn may depend on civility and respect.

Yet it is also in this setting-and for the most central educational reasons—that, in the words of the recent AAUP statement, "no viewpoint or message may be deemed so hateful or disturbing that it may not be expressed." And, as the statement adds, "by proscribing any ideas, a university sets an example that profoundly disserves its academic

mission." Thus penalties or policies that might be found acceptable in the industrial workplace simply do not belong in the classroom or the laboratory, or even the dormitory or the locker room.

What, then, are the options? Strong condemnation of racist and sexist epithets and sturs is surely appropriate, indeed essential. But many institutions rightly feel that they need to do more than simply make strong statements or even promote educational programs designed to increase sensitivity and enhance the campus climate. Such steps are well and good, they say, but may be—or may be seen as --less than an unpleasant or hurtful situation requires or the campus community

Several more tangible options do exist. We have never fully exhausted the potential of rules aimed at conduct and not at speech. Most of the inflammatory incidents of recent years have, in fact, involved some punishable conduct-whether it be defacing properly. disrupting scheduled university events, or physically timidating or harassing a fellow student.

To take an example that is not hypothetical: You do not need a speech code to deal forcefully with a drunken student who awakens his dormitory mates at 3 in the morning-whether his words are racist or profane or simply nonsense or lyric poetry, for that matter. Such disruption of the essential life and tranquility of the academic community can and should be punished without reference to the content of the words, or the thought-hateful or benign-that may have impelled the disrupter. In fact, the Supreme Court observed in a footnote to its decision that St. Paul might have used non-speech sanctions-statutes dealing with damage to Property, trespass, intimi with the cross burning.

We did not need a unanimous Supreme Court judgment to teach us to focus on offensive actions, not words. We should have been teaching that lesson all along both on our campuses and to the rest of the world, where the reluctance to suppress ideas-particularly hateful ideas—is less readily apparent. But the justices may have helped us to take stock of our own goals and what methods we need to achieve them. And in that sense the cross-burning case could not have come at a better time.

Robert M. O'Neil is founding director of the Thomas Jefferson Center for the Protection of Free Expression and professor of law at the University of Virginia.

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"All of these controversies are by design to dilute the African-American leadership. There is a move afoot by the political factions in states where you have bluck colleges to phase them out." A civil-rights activist in Kentucky. on proposals to merge black and white institutions: A21

"The computer is one of the most liberating and empowering technologies to come along in a long time for people with a variety of handicaps."

A Rochester Institute of Technology history professor, who is blind: A18

The images caused the manuscript to crash and burn through university presses." The author of "Gay Ideas," on censorship at university presses: A44

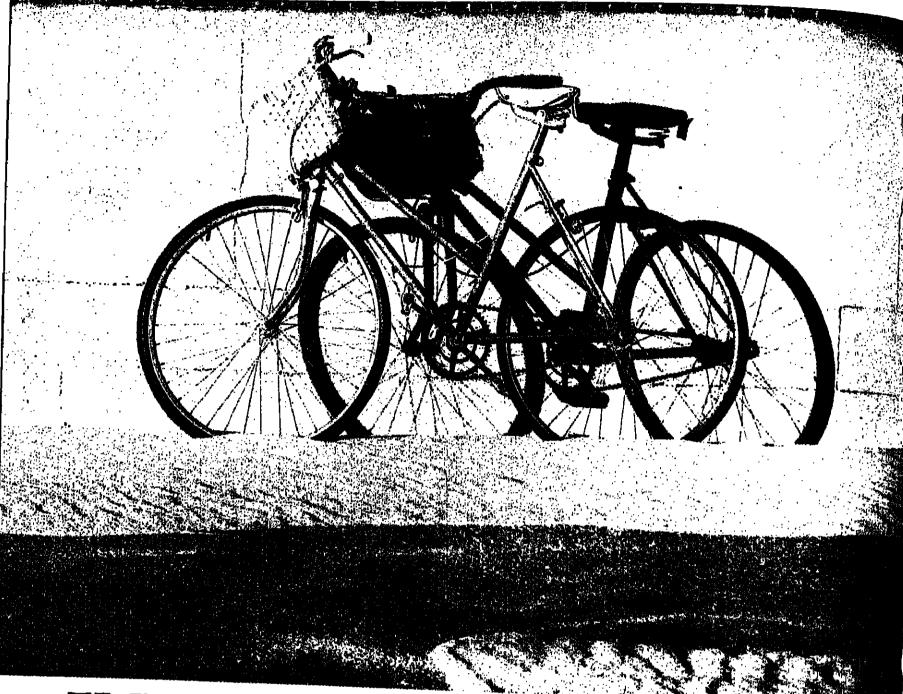
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"The lesson learned here is a costly one: If you stand up for your principles, follow the law, and win massively, you lose totally.' An advocate for women's sports, on Brooklyn College's decision to drop its program: A37

"We just made some money working hard, and I'd like to see it do some good in the world." Henry M. Rowan, who, with his wife, gave \$100-million to Glassboro State College: A27

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This Week in The Chronicle

ARCHAEOLOGISTS ABANDON PERU

Peru is one of the most fertile countries in the world for the archaeological study of early civilization. It's also one of the most dangerous: A6

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The Supreme Court's desegregation ruling hits colleges beset by problems: A21



S.C. State's Rickey Hill

Fewer Students Earn Bachelor's Degrees in 4 Years

53 per cent of the freshmen at 297 institutions graduated in six years; an NCAA survey finds: A29



College Criticized for Dropping Sports Teams

Brooklyn College's decision to cut its deficit by erasing the intercollegiate program is attacked by many who say the institution was reacting to a federal bias judgment, not the bottom line: A37

Brooklyn College's Linda J. Carpenter

N.J. Public College Gets \$100-Million and a Donor's Name

A New Jersey businessman's gift to Glassboro State is among the largest ever in academe: A27

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\$100-MILLION FOR GLASSBORO STATE A gift by a businessman and his wife is among the largest ever made to a higher-education institution: A27

EMBEZZLEMENT CHARGES IN MICHIGAN Two former officials of an investment company tied to Michigan Technological U. have been arrested: A27

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AN 'UPHILL BATTLE' TO GRADUATE

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Brooklyn College's decision to drop its sports teams for financial reasons is attacked by critics who say the institution had ulterior motives: A37

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A NEW ACADEMIC BOYCOTT?

Some anti-apartheid groups in South Africa consider calling for a new international academic boycott of their country's universities: A39

DEMOCRATIZING THE RUSSIAN PRESS CORPS

New York University is helping to set up a center that could revolutionize how journalism is practiced in Russia and other former Soviet republics: A40

TUITION INCREASE SHELVED AT MEXICAN UNIVERSITY Plans for a one-million-per-cent increase in fees at the National Autonomous U. of Mexico have been suspended indefinitely: A40

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A HISTORY OF TOAD-HUMAN RELATIONS An excerpt from The Book of the Toad describes an epiphany: B36

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ate Color

An 'American Radical' Shakes the Status Quo

MARGINALIA

Letter that a university received from a state legislator in Michigan, James A. Kosteva:

"In our rapidly changing society, one in which education of the masses is no longer a luxury but a necessity, it is imperative that our state universities be cognizant of the economic and social demands needed to continue the viability of the institutions.

"As Chair of the House Colleges and Universities Committee, I am hoping we can meet with leaders of each university to determine how these demands are being met. . . .

"Please contact my office to schedule a campus visit from our committee, or a time for a presentation in Lansing. It is our hone to continue funding excellence, not just mediocracy."

Lots of luck.

From the Pennsylvania Higher Education Assistance Agency:

"10. 'Never-Enrolled, No Status Date'-means the student was indicated as never enrolled but no neverenrolled data was provided. If the student never enrolled, indicate the term beginning date of the enrollment period for which the student never

Any questions?

From the minutes of a meeting of the Connecticut Regional Technical-Community College Board of Trust-

"Dr. Jonathan Daube, President Manchester Community College, welcomed the Board members to the college. He introduced Samuel Clemens, Dean of Institutional Development, who humored the Board with his portrayal of Mark Twain." Anything to keep 'em happy.

Ad in the Oshkosh Northwestern: "The Mathematics Department of the University of Wisconsin Oshkosh seeks candidates for a one-yearold academic staff lecturer to teach 12-15 credits of mathematics. . . .

'The University of Wisconsin Oshkosh is an Affirmative Action Equal Opportunity Employer." And there's no age discrimination,

we're glad to see.

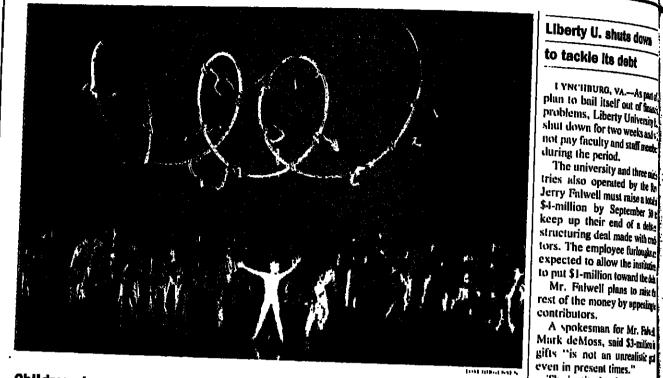
From Consultant's Digest, a newsletter from the Office of the American Bar Association's Consultant on Legal Education:

"In November, the Office of the Consultant distributed a questionnaire to the deans of all law schools approved by the American Bar Association. . .

"The Committee poured over the questionnaire responses to see what kind of information we were receiv-

"And whether it formed a solution," a reader suggests.

In Brief



Children stage memorial to shooting victims

University of Iowa in memory of verely injured in the shooting. three professors, one student, and The dance was called "Star" when a doctoral student went on a | time had studied the physics of | dance routines.

placed in March.

undergraduates from Luther Col-

lege won first place among 14

teams in the first annual national

barbershop quartet competition

The quartet, the Water Street

for college-age men.

10WA CITY-More than 200 | shooting rampage on the campus | plasma, which is considered the children performed a dance at the last fall. A student worker was semade. Jacques d'Amborse, head paid for the two weeks. an administrator who were killed Stuff' because most of the vic- choreographed the children's

spent it on operating expenses, un Paul Quinn College told Education Department spokesto repay U.S. \$350,000 woman said.

Luther College wins barbershop-quartet contest

The order is a setback for the struggling, historically black insti-DALLAS-The U.S. Education tution, which is trying to raise mil-Department has ordered Paul lions of dollars to repair facilities. Quinn College to repay \$350,000 The department is considering that the agency says was misspent

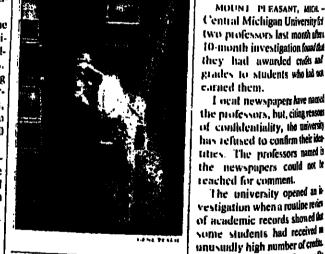
a request from Paul Quinn's interduring the tenure of President im president, Winston D. Powers, Warren W. Morgan, who was rethat the college be permitted to repay the money in \$25,000 The federal money, which monthly installments. came from a program to aid devel-The trustees said they had reoping institutions, was supposed

moved Mr. Morgan because the to be kept in an endowment fund | college needed strong financial for 20 years. Instead, the college and administrative leadership.

the Preservation and Encourage-

Singing in America.

ment of Barber Shop Quartet



DECORAH, towa—A group of Junction (below), sang "Good-indergraduates from Luther Col-bye, My Coney Island Baby" to Elms are dying take the title. The competition in Harvard Yard was sponsored by the Society for

CAMBRIDGE, MASS. -- Dutch elm disease has destroyed two 90year-old trees and is threatening 70 others in Harvard University's Yard. The university cut down the trees (one of which is shown above) after commencement.

beetles, which chew on back and pass along a fungus that clugs up Michigan University is facing 2 water vessels, strangling trees. \$255,263 water bill because cal employees misread a meter for more than four years. university from February 1988 to

The university has been working to preserve the remaining trees in the Yard by injecting chemicals, pruning dying limbs, April 1992. The city has estimated and performing frequent inspec-

the amount of water actually ste Robert Lyng, Harvard's asso- and is negotiating payment ciate director of facilities maintenance we had to pay a lump sus. hance, predicts that all the clus in would certainly complisate of the Yard will need to be replaced nances," said Michael H. Carl within 25 years. The Chronicle of Higher Education (1880 0009-5982) is published workly except the third week in Assignst and the last two weeks as December, or 1254 Treasty-Third Suppl. N.W. Mathematical in the United States of America, Postmanus, Send additional mating offices (oppress of 1254 Treasty-Third Suppl. N.W. Mathematical Postmanus, university spokesman.

Liberty U. shuts down University aims to foster to tackle its debt religious understanding

t YNCHBURG, VA.--Aspar plun to bail itself out of foor FAIRFIELD, CONN. - Sacred problems, Liberty Universit Heart University has established a Center for Christian-Jewish Unshut down for two weeks and not pay faculty and staff ment derstanding. It is aimed in part at examining the philosophical and theological differences between The university and three

The idea for the center grew out of discussions between the university's president, Anthony J. Cemera, and prominent Jewish and Roman Catholic leaders. The

to put \$1-million toward the date.

Mr. Falwell plans to nike est of the money by appealing ANNAPOLIS, MD.-The U.S. A spokesman for Mr. Edg

ntributors.

The institutions' approxima

1.800 employees will me

health and other benefits dis

the shutdown, but only find

members will eventually be a

2 professors are fired

over a grading scheme

MOUNT PLEASANT, MICH.

entral Michigan University fr

I ocul newspapers have name

The university opened as a

fullowing the probe, and

and grades were removed from

A spokeswoman for Count

Michigan said the incidents wat

apparently unrelated to alliance

University soaked

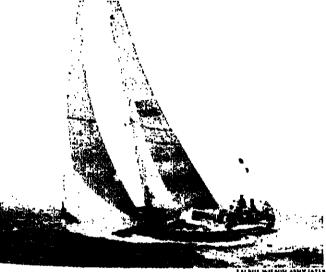
by water-meter reading

MARQUETTE, MICH.--North

Marquette undercharged in

the records of 25 students.

Constellation (below) placed



Island University's C. W. Post

items, magazines, posters, toys, | ly life.



center, which is to be supported primarily through private gifts, will offer conferences as well as advanced academic courses for members of the clergy and lay PORTRAIT

Officials expect the center to ponsor lectures for members of he community as well as international activities—such as a trip to Poland this month to help arrange teaching opportunities for Jewish scholars at Catholic seminaries. In November, the center plans to hold a conference on Christian ideas of the role of Judaism in the concept of salvation.

Naval Academy wins race to Bermuda

Naval Academy's sailing vessel Constellation has won the St. David's Lighthouse Trophy in the 38th biennial Newport-to-Bermu-

first over all in the racing division,

which had a field of 90 entrants. Constellation finished in 2 days, 10 hours, 47 minutes, and 41 seconds. It was the first time a Navy boat had won the competition, which primarily included vessels operated by private sailing enthu-

Professor celebrates 'Egyptomania'

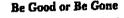
BROOKVILLE, N.Y.-Hard candies shaped like mummics; ohelisk salt and pepper shakers; a Sphinx-shaped piggy bankthose items and more are on display at the art museum at Long

The exhibit, called "Egyptomania," includes household

newspaper advertisements, and artwork whose designs have been influenced by ancient Egypt.

The exhibit was organized by Bob Brier (below), head of Post's philosophy department and a selfprocluimed "Egyptomaniac." Mr. Brier said he wanted to

hurled at the center, many local unstage the exhibit to show how the ion presidents and aspiring union ancient culture has pervaded daileaders say the center fills a valuable role. "It gets people to think about what they want labor to do.



pal Employees, Local 275.

Times are tough for labor education. Public support for organized labor has fallen dramatically in the last decade, and political opposition has increased. Lee Balliet, immediate past president of the University and College Labor Education Association, says: "Those posed modes of accommodation are quick to be pointed out as being uncooperative. You can go quietly or go with a lot of noise."

Mr. Leahy says he knew which approach he would take when he Leahy and his colleagues "just are accepted the directorship of the newly opening center in 1987. "1 was interested in the potential that labor has to reshape this state,

Before joining the center, he taught public policy at Evergreen. A long-time labor activist, in 1979 he helped found the Citizen's Party, which nominated Barry Com-

which at that point I thought, and I

still do, was in trouble and needed

Dan Leahy (left): "How can educational institutions foster good relations

between labor and management? This is not a public-relations firm."

OLYMPIA, WASH.

It is hard to say whether Dan

Leahy and his colleagues at Ever-

tion and Research Center here are

more thoroughly annoying to con-

servative politicians or to leaders of

Both groups say the center,

which offers educational services

to union organizers, promotes a

confrontational approach that is

outmoded and antithetical to good

ter certainly does provide a place

for union members to frame chal-

lenging questions about their jobs.

their unions, and organized labor.

Despite the attacks regularly

the state's labor movement.

labor-management relations.

moner for President. Mr. Lenhy, the center's director. The labor center, like some 50 scoffs at the idea that the center is other such centers at American colleges, contracts with unions to outmoded, but the confrontational teach courses on collective bargainlabel doesn't bother him one bit. He calls himself "basically an Ameriing, the place of unions in political economies, and labor history. can radical." And he says the cen-

The most common services are non-credit courses for union members. The center also sponsors conferences on such topics as black and female workers in the labor movement, and building coalitions between labor and environmentalists. In addition, the center works with unions to provide research assistance in negotiations.

and what issues-social and eco-About 6,000 people participate in nomic issues-we ought to be the center's activities each year. expenses. After a campaign by supworking on," says Trina Dempsey, While the activities are similar to porters of the center, the money those offered by other labor-education of State, County, and Municition centers, the philosophy here E. West says support will be endanmate goal, Mr. Leahy says, is to political alliances that will help it become "a social movement that attempts to define what American democracy is supposed to be."

In response to critics who say the Mr. Leahy argues that, ideally, edwho challenge management's pro- unsatisfactory status quo, and encourage its alteration.

The problem with the center's secretary-treasurer of the Pierce tion."

County Labor Council, is that Mr. not interested in working with mainstream organized labor."

The rift is so deep that Lawrence Kenney, president of the Washington State Labor Council, says: "! just don't pay any attention to what they do down there." Mr. Kenney headed the labor center's founding advisory committee.

Budget Is Under Scruting

Mr. Leahy says he's not surprised that he angers labor leaders. One of the center's goals, he says, is the development of a strong, broad "secondary leadership" of organized labor, at the local rankand-file level. Too often, he contends, organized labor's leadership serves as "a mechanism to organize workers, within a collectivebargaining scheme, for corporations and other employers."

State budgets are tight, and the labor center clearly is under scrutiny. Last year, the Republican-controlled State Senate voted to eliminate the center's state funds. Current state financing is \$110,000, or about 60 per cent of the center's was restored. But State Sen. James sets the program apart. The ulti- gered if the center continues to be "a forum for developing propaganencourage organized labor to build da and teaching people how to be militant labor activists."

In response, Mr. Leahy is characteristically unapologetic. "There has never been any language in the legislation that says we're supcenter is pushing a radical agenda, posed to foster good relations," he says. "How can educational instiucation should always question an tutions foster good relations between labor and management? This is not a public-relations firm.

"Our goal," he reiterates, "is approach, says Clyde H. Hupp, not labor-management coopera-



After twice having his shipments of scientific equipment confiscated in other countries, Henry A. Hill hopes his third try will be a charm.

Mr. Hill, a professor of astronomy at the University of Arizona, plans to send a small telescope to Russia this week that will be used in an international sunmonitoring network.

Last July the instrument's computer-operating system was nearly lost when Mr. Hill shipped it to Saint Petersburg and discovered, to his horror, that it had never been delivered to astronomers at the Kislovodsk Solar Station in the Caucasus Mountains.

After a joyful unpacking ceremony, the Russian astronomers found a Russian-made refrigerator in the crate, which apparently had been switched at the airport by someone attempting to steal the computer. The scientists quickly enlisted the help of the Russian police, who, 10 days later, found the computer at the airport in a crate labeled "refrigerator."

Equipment for the same project that Mr. Hill sent to the Yunnan Observatory in the People's Republic of China suffered a similar fate. It was confiscated by customs officials in China, but later released.

Given those difficulties, it's not surprising that Mr. Hill is taking precautions. When the flight carrying his telescope leaves for Russia, Mr. Hill plans to send a message to his Russian colleagues, who will walt for the crate at the airport. Then, if customs officials let them, the scientists will open the crate to make certain it doesn't contain another icebox.

Three Italian scientists say the lenses used in Galileo's pioneering telescopes are of a surprisingly high optical quality.

Vincenzo Greco and two colleagues at the National Optical Institute in Florence reported in the July 9 issue of Nature that the lenses in Galileo's two surviving telescopes, along with a single lens that he crafted, were "optically perfect." Using laser-measurement echniques, the scientists found that the lenses had nearly perfect surfaces and were relatively insensitive to the wavelength, or color, of the light passing through them. The scientists said the precise placement of the lenses in the tubes also showed that Galileo knew how to "tune" his telescopes.

The journal's editors wrote that the study "is important for understanding what precisely Galileo may have been able to see of the solar system in the late 17th century. It was Galileo's discovery of the moons around Jupiter that led him to reject the view that the sun revolved around the earth—and, eventually, to his dispute with the Catholic Church."

Scientists estimate that the two telescopes allowed Galileo to see objects with a resolution three to six times as great as that of the naked eye.

Scholarship

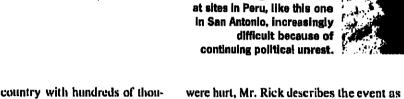


William H. Isbell of SUNY at Binghamton: "Just as much a problem is the generally deteriorating condition of civil society in Peru. You no longer know how to predict who's going to do what."

Though Rich in Archaeological Treasures, Peru Is Too Menacing for Some Scholars

Shining Path insurgency and nervous soldiers lead many archaeologists to abandon research projects

By Ellen K. Coughlin



the development of early civilization, Peru is one of the most fertile countries in the world. It has also become one of the most difficult and dangerous to work in.

Continuing conflict between Peru's army and guerrilla insurgents, in particular the Communist movement known as the Shining Path, has made some parts of the country too hazardous for archaeologists to work in. Other regions are beginning to feel more indirect effects of what amounts to a civil war. Even in relatively safe parts of Peru, severe inflation in recent years has vasily complicated such things as buying supplies and paying laborers.

As a result, many North American archaeologists have moved their work elsewhere, and others are thinking about leaving. The number of archaeological projects in Peru, according to some estimates, has fallen by half over the last decade, and many for that this country is the state of the sta

many fear that things will only get worse. Some U.S. researchers still working in Peru argue that perceptions of the dangers there may be overblown, and that the exodus of archaeologists is probably only temporary. Yet even they acknowledge that it is difficult, if not impossible, to work in

many parts of the strife-torn country.

"This is not idle speculation," says Geoffrey W. Conrad, professor of anthropology at Indiana University and director of its Mathers Museum. "It's a question that all of us have to face right now."

Equaled Only by Mesoamerica

For archaeologists, Peru is a place of special importance. It is one of half a dozen areas in the world that gave rise to what are called "pristine" civilizations—ones that mose without any outside influence.

Sequences of complex societies emerged there that raise all kinds of questions about why societies came together."

says John W. Rick, associate professor of multiopology at Stanford University.

In archaeology at Stanford University.

In archaeological richness and significance, Peni is equaled in the Western Hemisphere only by the region archaeologists refer to as Mesoamerica—essentially Mexico and Guatemala. In the number and density of sites that are still untouched, however, Peru may be unsurpassed.

"It's a country with hundreds of thousands of archaeological sites that have never been explored," says Richard L. Burger, professor of anthropology at Yale University. "I don't think there's any other country with the same potential for new research."

Stagnant Economy, Soaring Inflation

The current crisis for archaeologists in Peru began in 1980 with the emergence of the Maoist Shining Path guerrilla movement in the department of Ayacucho, in Peru's south-central highlands. Although most archaeologists, like others, did not take the Shining Path any more seriously at

"traumatic."
"I had a dozen terrified students on my hands," he says. "Dynamite was going off

Archaeologists find work

all over the place."

Archaeologists typically work with teams of student assistants. Since his brush with danger, concern for their safety has remained uppermost in Mr. Rick's

"What right does any researcher have to sponsor students in an area where there is danger?" he asks. "I feel it is utterly illegitimate. If you want to risk your own life, that's one thing."

That summer was Mr. Rick's last in

"It's a country with hundreds of thousands of archaeological

sites that have never been explored. I don't think there's any

other country with the same potential for new research."

first than other radical opposition groups, the movement's terrorist campaign has gradually spread to Lima and other parts of the country, the unrest aided by Peru's stagnant economy and soaring inflation. President Alberto Fujimori's suspension of the legislative and judicial branches of the government in April has only added to researchers' uncertainty.

Reports by archaeologists of direct confrontations with the Shining Path are rare, but frightening.

In 1986, Stanford's Mr. Rick, who by then had been working in the country for 15 years, was with a team of students at a site in Peru's central highlands—a Shining Path stronghold—that stood on land belonging to a local sheepherding coopera-

One evening in July, a truck carrying about 25 guerrillas entered the archaeologists' compound and knocked on the windows of their quarters. Several tense conversations ensued, but it turned out that the guerrillas were not so much interested in the researchers as in the people connected to the cooperative. In the course of the night, the guerrillas killed the administrator of the cooperative, stripped its store, and slaughtered about 300 sheep.

Although none of the archaeologists

Peru, and he has no immediate plans to return. Since then, he has been working at

a site in New Mexico.

William H. Isbell, professor of anthropology at the State University of New York at Binghamton, was working at a site called Huari, about 15 miles from the city of Ayacucho, when the Shining Path came to national attention around 1980. In the period of unrest that preceded its emergence, he recalls, he was caught twice in police gunfire intended to disperse demonstrators in the city. He was hit with tear gas more times than he can remember.

A Move to Northern Peru

By 1981, he says, the influence of the Shining Path in the region was so strong that it became "too dangerous" for foreign archaeologists to work there. He shut his project down, expecting to be back in a year or two. He has not yet returned.

Since then, Mr. Isbell has worked at two other sites much further north in Peru, more remote from guerrilla activities and therefore considered safer. But even that region, he says, became increasingly affected by the country's problems, including large-scale abuses of power by the army and the police.

Mr. Isbell's last field season in Peru was

the summer of 1990; he has no plans to return there soon. He is looking into the possibility of beginning an excavation in Bolivia.

The violence arising from the guerrilla war is not the only difficulty, he says. "Just as much a problem is the generally deteriorating condition of civil society in Peru," he says. "You no longer know how to predict who's going to do what."

Mr. Conrad of Indiana agrees. So much of the energy of the police and military is expended on counterinsurgency efforts, he says, that there has been a "general breakdown of law and order." What's more, he says, contacts with the Peruvian military can be as dangerous to innocent third parties as those with the guerrillas.

"I have had an automatic rifle shoved in my face by an 18-year-old kid," he says of one encounter with a Peruvian soldier. "Nervous 18-year-olds with automatic weapons make me nervous."

Since 1985 Mr. Conrad has been studying a late-prehistoric site on the western slopes of the Andes in the southern department of Moquegua. Although he describes the things that have happened to him as "nuisances rather than dangers," they are enough to make him consider taking up research elsewhere.

"Things get worse and worse all the time," he says. "Each year is a little more uncomfortable."

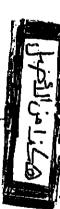
Mr. Conrad plans to return to Peru next summer, but he will spend part of that season, he says, looking at sites in Chile and Bolivia

Most of the archaeologists who have left or are thinking of leaving Peru are moving to sites in nearby countries—mainly Bolivia, Chile, and Ecuador—where they can work on subjects and periods similar to those they were investigating in Peru.

That can be an important consideration in maintaining financial support for research, Mr. Rick says. Very often, he explains, financing agencies will continue supporting a project that is forced to move, as long as a similar research question is under investigation. Otherwise, the researcher has to start the grant-proposal process again from scratch.

Some archaeologists in Peru say the

Continued on Following Page



Researchers Face Growing Danger at Peruvian Sites

Continued From Preceding Page fears of those who are leaving may be exaggerated.

Mr. Burger of Yale has worked for four field seasons over the last several years at a site in the Lurin Valley about 18 miles south of Lima. He says he has encountered no difficulties and does not consider it dangerous. He is in Peru now, and since he arrived there in early July, he says, local people have seemed optimistic about prospects for the economy.

Although Mr. Burger acknowledges the problems elsewhere in the country, he believes they will probably pass.

rence," he says.

Mr. Burger was in Peru in the mid-1970's when, he says, an anti-American attitude prevailed among the country's military rulers and restrictions on foreign archaeologists were tight. Many Americans stopped working then, he says, but they eventually came back.

"In many cases, the departure of

The Aifred P. Sloan Foundation

The Alfred P. Sloan Foundation

has announced the names of 90

young scientists who have been se-

lected to receive fellowships of

their institutions, and their re-

Dale Allen, U. of Houston: neurosci-

James Andreoni, U. of Wisconsin at

Bruce J. Bayly, U. of Arizona: mathe-

John L. Beckhoafer, Simon Fraser U.:

Brian E. Bent, Columbia U.: chemistry. Mark A. Berg, U. of Texas at Austin;

Martin Berz, Michigan State U.: phys-

Ethan Blor, U. of California at San Die-

go: neuroscience. Christopher Bishop, State U. of New York at Stony Brook: mathematics.

Joel D. Blum, Dartmouth College:

physics. Linda Buck, Harvard U.: neurosci-

Vivian Budnik, U. of Massachusetts at

Alison Butler, U. of California at Santa

Laurie J. Butler, U. of Chicago: chemis-

Edward M. Callaway, U. of Colorado:

Sheldon Chang, Massachusetts Insti-

tute of Technology: mathematics.

David W. Christianson, U. of Pennsyl-

Jerold J. M. Chun, U. of California at

San Diego: neuroscience. James A. Cowan, Ohio State U.: chem-

Ethan S. Devinatz, U. of Washington:

Francis X. Diebold, U. of Ponnsylvania:

Randali Dougherty, Ohio State U.:

Kim R. Dunbar, Michigan State U.:

Lisa J. Fauel, Tulane U.: mathematics.

Lee S. Finn, Northwestern U.: physics.

Glenn H. Fredrickson, U. of California

Richard J. Furnstahl, Ohio State U.:

Joseph R. Fetcho, State U. of New York at Stony Brook: neuroscience.

at Santa Barbara: chemistry.

Robert B. Barsky, U. of Michigan: eco-

Following is a list of the fellows,

\$30.000 each.

search subjects:

FELLOWSHIPS AND AWARDS



"This is not a unique occur- Geoffrey W. Conrad of Indiana U.: "Things get worse and worse all the time. Each year is a little more uncomfortable."

Paul L. McEuen, U. of California at

Lawrence A. Moiner, U. of Iowa: phys-

Thomas Mountford, U. of California at Los Angeles: mathematics. Margaret M. Murnane, Washington

Kathryn M. Murphy, McGill U.: neuro-

Alan Nadel, U. of Chicago: mathemat-

Rene A. Ong, U. of Chicago: physics. Mark S. Perin, Baylor U.: acurosci-

Rinaido Poli, U. of Maryland at Col-

lege Park: chemistry. Mark G. Raizen, U. of Texus at Austin:

Lisa J. Randali, Massachusetts Insti-

igor Reider, U. of Oklahoma: mathe-

Berkeley: mathematics. Roger W. Romani, Stanford U.: phys-

chemistry. lay 8. Slegel, U. of California at San

fego: chemistry. David M. Stanbury, Auburn U.: chem-

Christopher J. Stanton, U. of Florida:

Donna M. Testerman, Wesleyan U.:

Klaus H. Theopold, U. of Delaware:

Gregory A. Voth, U. of Pennsylvania:

Peter B. Welchmen, California Insti-tute of Technology: physics.

at College Park: physics.

Also M. Wodtke, U. of California at

Steven C. Zimmerman, U. of Illinois at Urbans-Champaign: chemistry.

The Woodrow Wilson National

Fellowship Foundation has an-

nounced the names of the 1992 re-

cipients of the Spencer Disserta-

tion Year Fellowships for Re-

search Related to Education. Each

of the 30 fellows will receive \$15,000 to support the final year of

Santa Barbara: chemistry.

Fallowship Foundation

Un Zhou, Yale U.: economics

The Woodrow Wilson National

hemistry. . Erk P. Verlinde, Institute for Advanced

rick C. Wellstood, U. of Maryland

Ricolal Reshetikhin, U. of California at

Scott D. Rychnovsky, U. of Minnesota:

tute of Technology: physics.

rkeley: physics.

people is based on perceptions rather than actual facts," Mr. Burger says. "Of course, that's valid; they're leaving because they're afraid of what might happen. But I think sometimes those perceptions are exaggerated." Prudence M. Rice worked in the

Paolo Gaudiano, Boston U.: neurosci-

lizhak Gilboa. Northwestern U.: eco-

Alan S. Goldman, Rutgers U.: chemis-

Raymond E. Goldstein, Princeton U.:

Joshua L. Goodman, U. of Rochester:

chemistry. Glan Michele Graf, California Institute

James Graham, U. of California at

Andrew J. Granville, U. of Georgia:

Manousses G. Grillakis, U. of Mary-

iand at Coltege Park: mathematics.

Daniel F. Harvey, U. of California at
San Diego: chemistry.

Zheng-Xu He, Princeton U.: mathematics.

Juha M. Helnonen, U. of Michigan:

Nigel D. Higson, Pennsylvania State

David M. Hoffman, U. of Houston:

neuroscience. Eric N. Jacobson, U. of Illinois at Ur-

John A. Jellies, U. of Alabama at Bir-

Hong-Wen Jiang, U. of California at

Los Angeles: physics, James A. Kahn, U. of Rochester: eco-

Daniel E. Kahne, Princeton U.: chemis-

Nicolace Kapouleas, Brown U.: mathe-

Mare Klein, U. of Montreal: neurosci-

Paul Knochel, U. of Michigan: chemis-

Alan B. Krueger, Princeton U.; eco-

Anthony-Samuel LaMantia, Duke U.:

Andre LeClair, Cornell U.: physics.

tency Levin, Mount Sinai School of

Medicine: neuroscience.
Leonid Levitov, Massachusetts Institule of Technology: physics.
Jian-Shu Li, U. of Maryland at College

Xiso-Song Lin, Columbia U.: mathe-

Andrew W. Lo, Massachusetts Institute

of Technology: economics, Roberto Mallnow, U. of Iowa: neuro-

hristopher S. Kochenek, Harvard U.:

bana-Champaign: chemistry. Heinrich M. Jaeger, U. of Chicago:

Pamela J. Homby, Louisiana State U.:

of Technology: mathematics.

south of Peru from 1985 to 1990, her students to Moquegua through studying the ruins of 16th-century Chile rather than through Lima. Spanish wineries built along a val-Because of military-imposed curley in Moquegua. She never had fews, she says, the streets of Pent's any difficulty in that time, she says, capital were often deserted except and her only concession to safety for soldiers. She says she felt safer considerations was to begin, toward the end of that period, taking

avoiding the city. Ms. Rice worked with her hus-

writing his or her doctoral disserta-

tion. Following is a list of the tel-

lows, their fields of study, their

graduate institutions, and the top-

Tammy L. Bennington, anthropology

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U. of Pennsylvania Punch and Yelf, Punchinello play traditions and transi

William P. Binte, language education,

Jackle M. Blount, sected foundations of

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education, U. of North Carolina at

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lency, 1980-1990--"destined to rule the

Nancy Diamond, policy sciences, U. of

daryland at Haltimore, new models of

excellence—factors influencing faculty

productivity at emerging research uni

Steven G. Epstein, suchdayy, 17 of

California al Berkeley: impute science-

the aims movement, the experts, and the

Antoinette Errante, education policy and administration, U. of Minnesota

colonialism and post-colonial develop-

Evelyn M. Evans, developmental psy-ference of Michigan: constructing beliefs about the origins of species - ar-

Allan P. Foldman, education, Stanford

ichers learning from teas bers

the construction of teacher knowledge is

Clos B. Fernandez, education, U. of

Michael S. Fox, history, Yale U . the

higher party schools—education, politics, and the transformation of intellec-

tual life in the Soviet Union, 1921-1929

Hat E. Hannen, history, U. of Weston-sin at Madison: manufactoring skills -institutionalizing vocational education and training in the United States and

Joy E. Hayee, communication, U. of California at San Diogo: the role of radio

broadcasting in 20th-century national-

ism—a comparative analysis of the Unit-ed States and Mexico.

Lise A. Hoogeta, human development and psychology, U. of Chicago: narra-live presentations of self in a working-class community.

Chicago: learning mathematics from

laborative-action research

at—the school, the textbook, and national development in Portugal and Mis-

tions in a multi-ethnic elementary

Ann R. Boresin, education and folklore,

State U. of New York at Hanghamiton

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versities, 1968-1988

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urleni moureek

Germany, 1869-1918

the mid-1970's through the tel 80's, a time of guerrilla activity she says was just as threatening archaeologists, if not more so the the current situation in Pen. 5 was able to complete her project Guntemala, but she knew manya searchers who stopped work there because they were afraidy were no longer welcome. Similar Problems Elsewhere

band in northern Gualemal,

Even archaeologists who he left Peru acknowledge that other countries pose similar problems researchers: Colombia and Guar mala in Latin America; sever places in Africa, especially Elis pia; Burma; Sri Lanka, But the does not lessen their dismay aton ditions in Peru, which many time

will continue to deteriorate. "There's so much left to bestel icd, so much left to be done, s many projects that could bedone long beyond my lifetime," los ana's Mr. Conrad says. "If Pm closes down, if it becomes imposi ble to do archaeological restant there for whatever reason, whe we'll be doing is picking around to edges.

"The worst case is if the Shing Path takes over, it will be ik Klinner Rouge Cambodia."

Samuel W. Kapian, anthropology, but Chicago, the "Turkish Islamk Sp

hesis — mobilizing Turkish villager

Sharmin S. Khan, education U. of Oi

ofen macat Berkeley: literacy, education

Elizabeth M. McCarthy, education.

Stanford II the role of language in 8

Jill P. Morford, psychology, 9 dOi-cogo creating the language disedi-the development of displaced related

Kathryn L. Rasstrom, history, U.K.

North Carolina at Chapel Hill: wood

and the politics of designeration—w en's political action in Atlanta, 198-

Eleanor M. Novak, communication

of Pennsylvania: news making, knal edge production, and self-determine

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Guy Parker, social thought, U. of Ci-cago, the psychology and religious teaching of Plate's Republic.

Douglas S. Reed, political science.

Yale U.: democracy vs. equality-pa

Carlos Rodriguez, higher education

of Arizopa: minorities in science and

Mirism W. Smith, education, Clark

Kine cring-patterns for success.

(Mass): preschool talk-consec

leachers attitudes and practices

qualitative study of educator

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New Zealand.

Sasty Steffens, vocational and to

Champaign: teachers behind bars-4

Mitchell L. Stevens, sociolos, North

western 1). Quandaries of progress-hume education and the politics of do-

Maron M. Sykos, anthropology, Pri trin (1) indigenous education interf

Caroline Wang, social and social

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ART AND ARCHITECTURE Jens Jenson: Maker of Natural Parks and Bardens, by Robert E. Grese (Johns 34.95). A study of the Danish-born merkan landscape designer who lived from 1860 to 1951; describes his work with Wright, Sullivan, and other leading erchiteels and his offorts to preserve atural landscapes in the Midwest. The Papers of Frederick Law Olmsted, Volume VI: The Years of Olmsted, Vaux & Company, 1865-1874, edited by David Schuyler and Jane Turner Censer (John: Hopkins University Press; 704 pages; \$49.95). Documents the American landscape architect's work on Brooklyn's Prospect Park and other projects during one of the busiest periods of his career.

Thomas Moran and the Surveying of the American West, by Joni Louise Kinscy (Smithsonian Institution Press; 237 pages; \$34.95). Examines The Grand alon of the Yellowstone. The Chasm

Oedipus and the Fabrication of the Fa-

DANCE

Louis Horst: Musician in a Dancer's World, by Janet Mansfield Soares (Duke University Press; 278 pages; 529.95). A

Claudia L. Welaburd, education, Co-cell U.: Finglish second language est and political education—an analysis political content and democratic feeb-gy in Section 1. Angele R. Wiley, psychology, Carll.

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creation of a culturally relevant selfinnovance of a culturally relevant. Company of the Compan Surface Water Quality: Have the Laura

Compiled by NINA C. AYOUB
The following list has been compiled from information provided by the publishers. Prices and numbers of pages are sometimes approximate. Some publishers offer discounts to scholars and to people who order in bulk.

ANTHROPOLOGY

Publishing

ty of Texas Press; 280 pages; \$30 hard-

dians in Huchuetenango, Guatemula. Ruoisar Summer: The Clash of Commuutter at the Senece Women's Peace Enmanament, by Louise Krasniewicz (Cor-zell University Press; 248 pages; \$42.50 bardcover, \$14.95 paperback). Examless conflict between local residents of Sence County, N.Y., and female peace wrapons at a rural military depot.

of the Colorado. and The Mountain of the Holy Cross, three 1870's paintings by the Philadelphia artist, who traveled West with federal surveying expedi-tions; shows how the very traveled uons; shows how the works helped haps public perceptions of the region

CLASSICAL STUDIES

lography of the American plantst, com poser, and choreographer who lived from 1884 to 1964; focuses on his per-sonal and professional relationship with the dancer and choreographer Martha Graham

ECONOMICS

Androgmous Objects: String Bags and Gender in Central New Quines, by Mauren Anne MacKenzie (Harwood Academic Publishers; 256 pages; \$32). Discasses the construction, use, and wider cultural and symbolic significance of uring bags used by New Guinea's Telebi people to carry everything from unulets and bables to food and firewood. Chinatown No More: Talwan Immi-grants in Contemporary New York, by Hsiang-shui Chen (Cornell University Press; 256 pages; \$37.95 hurdcover.

\$14.95 paperback). A study of post-1965 rese immigrants in the Queens hoods of Elmburst and Flushples of Categorization of Plants and Ani-mals in Traditional Societies, by Brent

Princeton University Press; 326 on-literate societies name and classify plants and animals; links the patterns to a largely unconscious human ciation of natural uffinities. Maya Spinte and Souts in a Changing

cover, \$15.95 paperback). Focuses on the issue of ethnic distinctiveness in an ethnographic study of Santingo Chimal-tenango, a town of Mam-speaking Maya

then "Oedipus Tyrannus" in Modern Criti Johns Hopkins University Press; 240 pages; \$34). Considers the significance of the variety of father figures present in Suphocles's tragedy, including Polyhus, Tresias, Apollo, and Oedipus's actual father, Laius.

NEW SCHOLARLY BOOKS

Seen Successful? by Ruth Patrick and others (Princeton University Press; 247 pages; \$35). Considers the impact of vironmental laws on aquatic life in river systems in Georgia, Texas, and the Del-

Enterorise Reforms in a Contrally Planned Economy: The Case of the Chineso Bloycle Industry, by Xun-Hai Zhang (St. Martin's Press; 233 pages; \$69,95). Uses a case study of bicycle manufactur ing to examine the impact of Chinese in dustrial reforms in the 1980's. The Evolution of Retail Systems, 1800-

(Pinter Publishers, distributed by St. Martin's Press; 217 pages; \$54). A comparative analysis of the development of retail and distribution systems in Britain, Cunadu, and Germany.

1914, by John Benson and Gareth Shaw

Havek and the Keynesian Avalanche

y B. J. McCormick (St. Martin's Press; 304 pages: \$59.95). Analyzes the theoretical debate between the Austrian orn British economist F. A. Hayek (1899-1992) and the British economis John Maynard Keynes (1883-1946).

Involuntary Unemployment: Macroaco omics from a Keynesian Perspective, by J. A. Trevithick (St. Martin's Press; 304 pages; \$59.95). Offers a historical perspective on differences between Keynesian macroeconomics and moneurist and neo-classical approaches.

The South African Economy, 1910-1990, by Stuart Jones and André Müller (St. Martin's Press; 394 pages; \$45). Truces South African economic growth since federal union in 1910.

"特特"

EDUCATION

Education and the Making of Modern Iran, by David Menashri (Cornell University Press; 352 pages; \$47.50). Explores the conflict between Iranian and Western culture in a history of Iran's ed-

FILM STUDIES

Brooklyn is Not Expanding: Woody Allen's Comio Universe, by Annette Wern-blad (Fairleigh Dickinson University Press; 168 pages; \$29.50). Discusses the American actor and director's work in film, stand-up comedy, theater, and writing, and sets the "Allen persona" the literary and comedic traditions of Sholem Aleichem, Isanc Bashevis Singer, Philip Roth, Lenny Bruce, Charlie

Chaplin, and Groucho Marx. South of the West: Posteolonialism and the Nametive Construction of Australia, by Ross Gibson (Indiana University Press; 256 pages; \$35 hardcover; \$12.95 paperback). A study of films, explorers' narratives, archival photographs, and other media that together construct the

popular intage of Australia Strains of Utopia: Gender, Nostalgia, and Hollywood Film Music, by Caryl Flinn (Princeton University Press; 224 pages; \$39.50 hardcover, \$12.95 paperack). Analyzes aspects of romanticism in film scores that attempt to convey a ense of an idealized, lost past, and

shows how the utopian impulse in such music was associated with the feminine.

Begging Pardon and Favor: Ritual and Political Order in Early Medieval France, by Geoffrey Koziol (Cornell University Press; 288 pages; \$44.95). Considers the cultural meaning of medieval French rituals of supplication—acts of prayer that involved distinctive kinds of language and gesture; shows how regional differ-ences in such rituals shed light on changing social and political relations in the

10th and 11th centuries. Civic Politics in the Rome of Urban Vill, by Laurie Nussdorfer (Princeton University Press; 296 pages; \$42.50). Examines relations between the papal administration of Urban VIII (1623-1644) and avpeople in Rome's civic government

The Jews in Palestine in the Eighteenth Century: Under the Patronage of the istanbul Committee of Officials for Palestine, by Jacob Barnai, translated by Nu omi Goldblum (University of Alabama

Press; 320 pages; \$39.95). Discusses

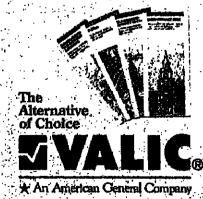
Real flexibility in TDAs. One on one,

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Continued From Preceding Page Jewish communities in Jerusalem, He-bron, Tiberias, and Safed that were supported by a committee of Jewish leaders established in Istunbul in 1726.

Marcello Cervini and Ecolesiastica Government in Tridentine Italy, by William V. Hudon (Northern Illinois University Press; 261 pages; \$32). A revisionist biography of the 16th-century Italian prelate whose final position in a varied career in the church was a threeweek term as Pope Marcellus II.

The Unbounded Community: Neighbo rood Life and Scolar Structure in New York City, 1830-1875, by Kenneth A. Scherzer (Duke University Press; 375 pages; \$34.95). Describes the diversity and fluidity of neighborhood life during the period, and shows how New Yorkers' networks of social relationships formed an "unbounded community" throughout the city.

The Uskoke of Senj: Piracy, Banditry, and Holy War in the Sixteenth-Century Adriatio, by Catherine Wendy Bracewell Cornell University Press; 368 pages; \$45). A history of martial bands known as uskoks that were nominally under the control of the Hapsburg military frontier fied their raids into Ottoman territory on religious grounds,

Workers, Strikes, and Pogroms: The onbass-Daepr Bend in Late Imperial Russia, 1870-1905, by Charters Wynn Princeton University Press; 304 pages; \$39.50). Shows how pensant workers in the Donbass-Dnepr Bend region unde mined the revolutionary parties that had mobilized them for strikes and other actions with their attacks against Jews, ar-

HISTORY OF SCIENCE

new readers.

Alexanderson: Pioneer in American Electrical Engineering, by James E. Brittain (Johns Hopkins University Press; 108 pages; \$45). A biography of the Swedish-born American engineer and inventor Ernst F. W. Alexanderson

ames Hutton and the History of Geolo-

sity Press; 312 pages; \$38.50). Traces the intellectual development of the 18th-century Scottish geologist.

INDUSTRIAL RELATIONS

Through Jaundload Eyes: How the Media View Organized Labor, by William J. Puette (ILR Press; 228 pages; \$38 hardcover, \$16.95 paperback). Discusses the depiction of unions in films, newspa-

ment programs; includes case studies of news coverage of the 1989-90 United

Mine Workers' strike against the Pitts-

ton Coal Group, and of a lengthy dispute

Worker Protection, Japanese Style: Oc-supational Safety and Health in the Auto industry, by Richard E. Wokutch (ILR

Press; 263 pages; \$39 hardcover, \$18.95

nese approaches to worker protec-

paperback). Čompares American and

tion; focuses on conditions at the main plant and recently opened U. S. subsid-iary of a major Japanese automobile

Administrative Law in a Global Era, by Alfred C. Aman, Jr. (Cornell University

Press; 240 pages; \$28.95). Considers

in Hawaii's construction industry.

Systems of Control in International Ad-judication and Arbitration: Breakdown and Repair, by W. Michael Reisman pers, and television news and entertain-(Duke University Press; 188 pages; \$29.95). Discusses the breakdown of controls that govern the arbitration of in ternational disputes under the auspices of the International Court of Justice, the World Bank, and the New York Conven-MORAN

Language and Social Relationship in Brazilian Portuguese: The Pragmatics of Politeness, by Dalc April Koike (Unirsity of Texas Press; 178 pages; \$27.50). Examines how age, gender, ed ucation, and other factors shape the strategies of politeness that a Portuguese speaker might use in phrasing an order, suggestion, or other kind of directive.

how U.S. administrative law has re-

Lawyers' Ideals/Lawyers' Practices

Profession, edited by Robert L. Nelson. David M. Trubek, and Rayman L. Solo-

ages: \$39.95 hardcover, \$14.95 paper-

back). Includes original essays on law-yers' professional ideals and their work

in a variety of settings.

mon (Cornell University Press; 320)

ons in the American Legal

sponded to different regulatory environments, including those of the New Deal

LITERATURE

Allegaries of History: Literary Historiog-raphy After Hegel, by Timothy Bahti (Johns Hopkins University Press; 384 pages; \$35). Argues that history writing s basically allegorical or literary, and that its claims to historical truth must be evaluated in that light.

Cartesian Women: Versions and Subversions of Rational Discourse in the Old Regime, by Erica Harth (Cornell University Press; 288 pages; \$38.95 hardcover, \$13.95 paperback). Focuses on literary sophical works by female writ ors in 17th- and 18th-century France.

The Colestial Tradition: A Study of Erra Pound's "The Cantos," by Demetres P. Tryphonopoulos (Wilfrid Laurier Uni-versity Press, distributed by Humanities Press International; 214 pages; \$35). Explores the relationship between Pound's

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Wilfrid Laurier U. Press, Waterloo, Onterio N2L 3C5

C. P. Snow and the Struggle of Moder

nity, by John de la Mothe (University of

sthetic theories and his interest in oc-Texas Press; 243 pages; \$35). Examine cult movements; argues that The Cantos enact an initiation rite for the reader. the relutionships among the English writer's work in literature, science, and Confronting Modernity: Rationality, Science, and Co on in German Lit-

erature of the 1980's, by Joseph Fed Daughters of the House: Modes of the Gothio in Victorian Flotion, by Alison Milbank (St. Martin's Press; 229 pages; co (Camden House; 121 pages; \$55). Analyzes the vision of science and \$39.95). Discusses images of women in cientific rationality in writings by the private sphere in works by Charlott Brontë, Wilkie Collins, Charles Dick-Thomas Bernhard, Friedrich Dürrenmatt, Rolf Hochhuth, Christoph Runs-mayr, Gerhard Roth, and Peter Sloterens, and Sheridan Le Fanu.

The Gendering of Melancholia: Feminism, Psychoanalysis, and the Symbolics of Loss in Renaissance Literature, by Juliana Schiesari (Cornell University

Hot Type

Douglas W. Foard, the association's secretary, confirms that a special committee met last week "to review the entire American Scholar operation, from soup to nuts." The impetus for the review, Mr. Foard says, was financial: Once indirect costs are figured in, the editor since 1975; board members may association has been subsidizing the journal to currently be reappointed to successive terms. the tune of \$200,000 a year and can no longer Mary Lefkowitz, an editorial-board member, afford to do so. The association is looking at several strategies to raise revenues and attract

The current scrutiny comes in the wake of a controversy last fall over an essay by the journal's editor, Joseph Epstein, that was published in The Hudson Review. In it, he harshiy criticized contemporary literary criticism and academic feminists. Critics claimed that Mr. Epstein's comments were out of line and reflected an insensitivity to new scholarly trends—an insensitivity that they say has increasingly marked The American Scholar.

Changes may be in the offing for the The

American Scholar-but Phi Beta Kappa, the

association that sponsors the quarterly

journal, isn't saying what they may be.

"Phi Beta Kappa's interest in looking at how the journal is being run has nothing to do with Joseph Epstein," Mr. Foard says. "Even radical feminists and arch-conservatives can agree on the need to worry about the bottom line—and this is about the bottom line."

Mr. Epstein could not be reached for comment.

Some members of the editorial board acknowledge that they have heard "indirectly" that there is concern within Phi Beta Kappa that The American Scholar is not representative of the association's membership, and they say that proposed changes may include limiting the terms of the journal's editor and the members of its editorial board. Mr. Epstein has served as

says Mr. Epstein has already been taking steps to

"Until now, we have operated in a fairly autonomous fashion," she says. "So the intervention at this point seems to raise questions about the motivation behind it."

Feminists and wildmen will both be welcome in the pages of The Journal of Men's Studies, whose debut is scheduled for next

Edited by Jim A. Doyle, a professor of psychology at Roane State Community College, the journal will include varied scholarly work in the emerging, contentious, and sometimesridiculed interdisciplinary field known as men's studies. That means taking seriously-and not just trashing-the so-called "mythopoetic" men's movement described in recent best sellers by Robert Bly and Sam Keen.

For five years, Mr. Doyle edited the newsletter of the Men's Studies Association. The new journal will include peer-reviewed articles

by scholars, social workers, and therapists. "Men's studies is more than just a fad," he says. "We can now support an eclectic journal."

The first issue includes an article on a 19thcentury "moral purity" movement in Germany, written by John Fout of Bard College, who is himself the editor of the Journal of the History of Sexuality. Other contributors include Madonne Miner of the University of Wyoming. who writes about men's relationships in the novel The Virginian, and Walter Williams of the University of Southern California, who discusses homoeroticism and homophobia in the Japanese samurai tradition.

Subscriptions to the quarterly journal are available for \$30 from The Journal of Men's Studies, P.O. Box 32, Harriman, Tenn. 37748.

In the "race, class, gender" trinity, race has sometimes been the poor cousin. Hoping to place race at the center of scholarly inquiry, Oxford **lersity Press** is starting up a new series called "Race and American Culture." Its general editors are Shelley Fisher Fishkin of the University of Texas at Austin and Arnold Rampersad of Princeton University.

"The series hopes to redress the classic imbalance by publishing what I call the 'second wave' of scholarship about race," says Elizabeth Maguire, senior editor at Oxford.

Although many of the books in the series will be interdisciplinary, all will be focused on literature or other arts. Several manuscripts are under consideration, and Ms. Maguire expects the first books to be released late next Publishing

Press; 264 pages; \$36.95 hardcover, \$14.95 paperback). Considers differ-ences in Renaissance society's responses to female and male literary expres-

craity Press; 352 pages; \$49.50). sions of grief. Hemingway's "In Our Time": Lyrical Dimensions, by Wendolyn E. Tetlow (Bucknell University Press; 160 pages; to 1947 and spent some years as an immi grant in California. \$28,50). A critical study of the American writer's 1924 collection of tales. The Tao and the Logos: Literary Her-meneutics, East and West, by Zhang The Interrupted Dialectic: Philos

sychoanalysis, and Their Tragic Other, Suzanne Gearhart (Johns Hopkins eraity Press; 288 pages; \$38.50) Argues that Hegelian philosophy and Freudian psychoanalysis use such literary tragedies as Antigone, Humlet, and

in the Name of Love: Women, Masoch In the Name of Love: women, Masoch lem, and the Gothlo, by Michelle A. Massé (Cornell University Press; 304 pages; \$39.95 hardcover, \$14.95 paper-less). Evamines masochime and the control of the contr in the depiction of female identity in erican and British Gothic novels from the 18th century to the present.

Jane Austen Among Women, by Debo-rah Kaplan (Johns Hopkins University Press; 245 pages; \$29.95). Argues that the English writer received crucial sup-port and inspiration for her work from the "women's culture" of her female

John Fowles's Flotion and the Poetics of Postmodernism, by Mahmoud Salami (Fairleigh Dickinson University Press; 304 pages; \$42.50). Analyzes the English writer's use of different narrative techniques in the context of deconstructionsi, psychoanalytical, and other contem porary critical theories.

Katherine Anne Porter and Mexico: The

liusion of Eden. by Thomas F. Walsh niversity of Texas Press; 265 pages; \$37.50). A biographical and critical study of the American writer that focus es on how her experiences in Mexico in fluenced her fiction: also considers how her volatile emotional life shaped her al rate depictions of Mexico as an Eden or place of hopeless oppression.

Kudrun, translated by Winder McCon-Translation of a 13th-century German epic by an unknown author

eleadle Hearn and the Vision of Japan by Carl Dawson (Johns Hopkins Univer sity Press; 208 pages; \$24.95). A biograof Hearn (1850-1904), a writer of rek and Anglo-Irish parentage, who lved in America for many years before soving to Japan, where he married a tese woman, became a citizen, and banged his name to Yakumo Koizum estering Discourse: The Politics of In Minal Culture, by Paul A. Bové

(Duke University Press; 268 pages; \$45) Includes new and previously published

Models of Desire: René Girard and the Psychology of Mimesis, by Paisley Liv-ngsion (Johns Hopkins University Press; 248 pages; \$32.50). Presents a ilical reconstruction of the contemp rary French critic's theory of mimesis, a concept that is dealt with in shifting æys (hroughout his works. The Monstered Self: Narratives o

Death and Performance in Latin Americ Fiction, by Eduardo González (Dukc University Press; 290 pages; \$37.50). / critical study of writings by Borges, Contact, Mario Varges Llosa, and Augusto Roa Bastos; discusses parratives in which characters either are stripped of moral choice or find their choices deprive them of personal autonomy and hold them in ritual bondage to a group.

The Mysteries of Paris and London, by Richard Maxwell (University Press of Virginia; 435 pages; \$37.50). Discusses novels by Hugo. Dickens, and other 19th-century writers that together form a genre of "urban mystery," in which allegorical representations of such things as labyrinths, crowds, and paperwork are said to denict the coul of the city.

The Queen's Diadem, by C. J. L. Almqvist, translated by Yvonne L. Sandstroem (Camden House; 247 pages; \$49.95). Pirat English translation of the

Swedish writer's 1834 novel based on the assassination of King Gustaf III during a masked ball in March 1792.

The Repeating Island: The Caribbean and the Postmodern Perapective, by Antonia Benflez-Rojo, translated by James B. Maranias (Duke University Press: 318 pages; \$49.95). Uses chaos theory as a mataphor to explore the Hierature, sul-

a metaphor to explore the literature, culture, and society of the Caribbean.

Secret Journeys: Theory and Practice in Reading Dickens, by Nicholas Morgan (Fairleigh Dickinson University Press; 152 pages; \$29.50). Topics include the allegorical presence of "Little Nell" in The Old Curiosity Shop, and Great Expectations as a novel of secrecy and disclosure.

David Ayers (St. Martin's Press; 261 pages; \$35). Discusses the conflict be ween two views attributed here to the English writer—that the self is almost hing and that the survival of Europe oherence of the self.

MATHEMATICS

Selected English Writings of Yone No-

chi: An East-West Literary Assimila-n, Volume 2: Prose, edited by Yoshin

Longxi (Duke University Press; 258

vorks of literature and philo:

pages; \$35 hardcover, \$16.95 paper-back). Discusses Eastern und Western

lution to the Eastern concept of Tag and

To Blight With Plague: Studies in a Literary Theme, by Barbaru Fass Leavy

(New York University Press; 237 pages;

\$40). Examines images of contagious or pestilential discuse in literary works

rom Boccaccio's 14th-century depic

tion of Florentines fleeing the bubonic

mer's contemporary image of AIDs in The Normal Heart.

the Western concept of the Logos.

nese poet who lived from 1875

Combinatorics and Partially Ordered Sets: Dimension Theory, by William T. Trotter (Johns Hopkins University Press; 328 pages; \$45).

Disability and Rehabilitation in Rural Jamaica: An Ethnographic Study, by Ronnie Linda Leavitt (Fairleigh Dickinson University Press; 256 pages; \$39.50). A study of a community-based rehabilita-tion project for disabled children in St. Catherine Parish, Jamaica.

plague in the Decameron to Larry Kraedited by Anita L. Stewart and John E. Ware, Jr. (Duke University Press; 479 Wyndham Lewis and Western Man, by pages; \$55). Discusses techniques and

Outcomes Study, a large-scale survey of patients' experience of health care in the United States.

PHILOSOPH'S

Alexander of Aphrodica: Quaestionea 1.1-2.15, translated by R. W. Sharples Cornell University Press; 192 pages; \$47.95). Translation of writings on phys ics, metaphysics, psychology, and di-vine providence by the third-century

Philosophy and Knowledge: A Comm tary on Plato's "Theaetetus." by Ronald M. Polansky (Bucknell University Press; 264 pages; \$38.50). Discusses the dialogue's representation of the nature of human knowledge.

The institutional Presidency, by John P. Burke (Johns Hopkins University Press; 288 pages: \$45 hardcover, \$14.95 paperback). Considers the institutional dv namics of the White House staff system,

ment style of individual Presidents; includes a comparison of the Carter and Reagan Administrations.

Intermediaries in International Conflict. by Thomas Princen (Princeton Universi-Press; 264 pages; \$29.95). Analyzes he mediating activities of a variety of diplomatic actors from superpowers and small nations to international organizations and non-governmental groups; argues that mediators with the most barijng power over disputunts are often not the most effective, and that it is the powerlessness of some mediators that enables them to effect the most change.

Inviting Women's Rebellion: A Political Process Interpretation of the Women's wement, by Anne N. Costain (Johns Hopkins University Press; 208 pages; \$28). Discusses the federal government's role in shaping the modern Amer-ican feminist movement's emphasis on seeking legislative change.

Japan and the Third World: Pattorns, Powers, Prospects, by William R. Nester (St. Mortin's Press: 333 pages; \$39.95). Describes Japan's efforts to diversify it:

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Loarning from Gal Oya: Possibilities for Participatory Development and Post-Newtonian Social Science, by Norman Uphoff (Cornell University Press; 456 pages; \$34.95). Uses a case study of a Sri Lanken development project to re-ex-amine social-science perspectives on development, and to argue for the integraion of modern physics concepts into so-

cial-science theory.

Protecting Markets: U.S. Policy and the
World Grain Trade, by Ronald T. Libby
(Cornell University Press; 208 pages; \$26.50). Discusses the origins and politi-cal utility of the Export Enhancement Program, a policy used by the government in its agricultural-subsidy war with European countries during the Reagan and Bush Administrations.

Regulating Privacy: Data Protection and Public Policy in Europe and the United States, by Colin J. Bennett (Cornell University Press; 304 pages; \$39.95 hard-cover, \$16.95 paperback). Analyzes government responses to computer-data-protection issues in Britain, Sweden, the United States, and West Cermany from the late 1960's to the 1980's.
The Rise and Fall of the Soviet Politics

ro, by John Löwenhardt, James Ozinga, and Erik van Rec (St. Martin's Press; 256 pages; \$39.95). Traces the history of

THE MODERN BRAZILIAN STAGE

the Communist Party executive commit-tee from its creation by Lenin in 1919 to its decline during the Gorbachev era. Search for the American Right Wing: An Analysis of the Scolal Science Record, 1965-1987, by William B. Hixson, Jr. (Princeton University Press; 392 pages; \$49.50). A critique of social-science inrpretations of the contemporary American right wing, from the rise of Sen. Joseph McCarthy to the election and Administration of Ronald Reagan.

The Two Churches: Catholicism and Capitaliam in the World System, by Michael L. Budde (Duke University Press; 182 pages; 529.95). Argues that the Roman Catholic Church is in the midst of a major transition from a first-world to a third-world entity, and considers how that shift will affect its role in the world

PSYCHOLOGY

Love and the Soul: Psychological inter-pretations of the Eros and Psyche Myth, by James Golinick (Wilfrid Laurier Uni-versity Press, distributed by Humanities Press International; 174 pages; \$25).
Discusses five Freudian and six Jungian interpretations of the Cupid and Psyche myth from Apulicus's second-century work The Golden Ass.

work The Golden Ass.

The Myth of Addiction: An Application of the Psychological Theory of Attribution to Illiait Drug Use, by John Booth Davies (Harwood Academic Publishers; 180 pages; \$48 hardcover, \$26 paperback). Argues that the British media, government, and drug-freatment profession have exaggerated the pharmacological power and coercive influence of drugs.

PRICEPION

Habad: The Hasklism of R. Shneur Zat-man of Lyady, by Roman A. Foxbrunner (University of Alabama Press; 367 pages; \$49.95). Examines the thought of Rabbi Shneur Zalman (1745-1813). ose school of Hasidic thought is

known as Habad—an acronym of the

(Scarecrow Press; 503 pages; \$62.50).

The Nature of Buddhlat Ethica, by Damien Keown (St. Martin's Press; 28 I

eighth and ninth centuries.

Prophets, Pastors, and Public Choloes: Canadian Churches and the Mackenzie Valley Pipeline Debate, by Roger Hutch-Inson (Wilfrid Laurier University Press, Hebrew words Hokhmah, Binah, Da'ar or wisdom, understanding, knowledge Hogol and the Spirit: Philosophy as neumatology, by Alan M. Olson Princeton University Press; 240 pages; distributed by Humanities Press Interna-tional; 142 pages; \$22.50). Discusses the involvement of Canadian churches in the \$24.95). Analyzes the German ph pher's concept of Geist or spirit, and dedebate over the construction of a natuscribes it as a ''speculative pneumatolo gy'' that completes the Christian doc-trine of the Holy Spirit. ral-gas pipeline in the Northwest Terri-

Religion and Personal Autonomy: The Third Disestablishment in America, by Phillip E. Hammond (University of A History of the Episcopal Church in Li-eris, 1821-1980, by D. Elwood Dunn South Carolina Press; 219 pages; \$29.95). Shows how an increased emloon: Studies in the History of an idea, by Mosbe Barasch (New York Universi phasis on personal autonomy has affecty Press; 298 pages; \$40). Explores early ed the nature of religious expression in Christian debates on iconic representa-tion from late antiquity through the famthe United States since the 1960's; draws on data from telephone surveys of 2,620 adults in California, Massachuous defenses offered by St. John of Da-mascus and Theodore of Studion in the setts, North Carolina, and Ohio

Religious Belief and Emotional Trans ormation: A Light in the Heart, by Paul

pages; \$45). Challenges the notion that the pursuit of ethical ideals is secondary to the attainment of knowledge in the

enon of emotional and moral trans-

128 pages; \$26.50). Examines the pho-

The Context of Human Discourse: A Configurational Criticism of Rhetoric, by Eugene E. White (University of South lina Press; 307 pages; \$34.95). Considers how historical and cultural contexts shape rhetorical discourse and its consequences; includes a lengthy case study of John C. Calhoun's defense of slavery in his last speech before the U.S. Senate on March 4, 1850.

The Rhetoric of Antinuclear Fiction: Per-suasive Strategies in Novels and Films, Patrick Mannix (Bucknell University Press; 192 pages; \$32,50). Discusses the ethical, rational, and emotional strategles used in On the Beach, A Canticle for Leibowitz, Dr. Strangelove, and other antinuclear books and films.

Taking it Lying Down: Sexuality and Teenage Motherhood, by Frances Hud-

son and Bernard Ineichen (New York University Press; 234 pages; \$35), Fo-cuses on Britain und the United States

The Modern Brazilian Stage, by David George (University of Texas Press; 176 pages; \$30). Discusses the companies and productions that have had a major influence on Brazilian theater since the

The Years of O'Casey, 1921-1926: A Documentary History, by Robert Hogan and Richard Burnham University of Delaware Press; 440 pages; \$55). A documentury history of Irish politics and Dublin's Abbey Theatre during a period of intense political change.

WOMEN'S STUDIES

New Perspectives on Women and Com-edy, edited by Regina Barreca (Gordon and Brench; 224 pages; \$14). Includes original essays on women's uses and responses to humor in literature and the

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Hillary Clinton didn't sit home baking cookies, and neither should female professors if they hope to get ahead.

That's just one of many recommendations in a new report from the Association of American Colleges. The 12-page paper, "Success and Survival Strategies for Women Faculty Members," was written by Bernice Resnick Sandler, senior associate at the Center for Women Policy Studies. It includes a variety of recommendations ranging from strategies for networking and interviewing to tips for handling sexual harassment.

The report also makes some suggestions on actions that female rofessors should avoid. Baking cookies for meetings-when no one else is bringing food—is just one of them. It also recommends against "answering the communal phone." "cleaning up after meetings." und "doing needlework in the presence of colleagues." On the last point, the report explains: "The benefit of relaxation and enjoyment does not override the disadvantage of being viewed in a conventional and stereotyped female role."

The report further recommends that women avoid "apologetic speech"-such as, "This probably doesn't make sense''-and 'presenting a 'sweet' image by always smiling, nodding agreement. and refusing to take a strong

Copies of the report, "Success and Survival Strategies for Women Faculty Members," are available for \$5 plus \$2 postage and handling from the AAC's Publications Desk. 1818 R Street, N.W., Washington 20009; (202) 387-3760.

From Project Kaleidoscope, the movement seeking to reform science and mathematics education at liberal-arts colleges, comes a new report that shows what facilities best accommodate its recommended curricular

The report, "What Works: Resources for Reform," includes essays and diagrams detailing effective laboratory and classroom space. It also presents case studies of successful construction and renovation projects. The report is a follow-up to

"What Works: Building Natural Science Communities," which the project released last year. It outlined undergraduate science and thematics programs. Project Kaleidoscope, which is coordinated by the Independent Colleges Office in Washington, began in 1989 with a grant from the ational Science Foundation. Last month the project sponsored the first in a series of workshops to

showcase colleges that have created effective courses and facilities. Copies of "Resources for keform" are available for \$20 each from Project Kaleidoscope, 100, 1730 Rhode Island Avenue, N.W., Suite 1205, Washington 20036. located.

"If you're starting from the beginning,"

Personal & Professional

Nomadic Scholar of Black Studies Puts Harvard in the Spotlight

Henry Louis Gates, Jr., uses clout and flair to lead his department out of mediocrity

By Denise K. Magner

CAMBRIDGE, MASS. NE OF THE FIRST THINGS Henry Louis Gates, Jr., did upon becoming chairman of Harvard University's Afro-American Studies Department was to dig up photographs of his five predecessors. Then he had them framed and displayed in the department's sleek new offices overlooking Harvard Square.

"You have to approach the mantle you inherit with a great deal of humility," Mr.

"Every other person in this job was sharp," he adds. "I am not of a different order than they. Yet the image of the place has been nothing but failure since 1969."

Fortunately for Harvard, Mr. Gates has tackled the job with great flair, much confidence, and superb connections. People in academe say that if anyone can overcome years of inertia and build a black-studies department that Harvard can be proud of, it's "Skip" Gates.

Already one of the nation's best-known scholars, he is acclaimed for his work in the field of Afro-American literature and equally renowned for his frequent job hopping in recent years. He left Cornell University in 1990 for Duke University, where he stayed just a year before joining Harvard's faculty last summer. Now, in addition to heading the black-studies department, he is a professor of English and director of Harvard's W. E. B. Du Bois Institute for Afro-American Research.

"Hirst time I've ever had a real job, I tell my friends," he cracks, before turning serious. "I've been a free agent. This is the first time I've been in a position to build something outside myself."

Angry Student Protests

In 1990-91, the year before Mr. Gates urrived at Harvard, the condition of the black-studies department sparked angry student protests on the campus. It had just one permanent faculty member at the time. In the academic world, it was a nonentity. Several leading scholars had rejected offers to head the department before Harvard approached Mr. Gates.

Today the department's faculty, curriculum, and offices have undergone a facelift. It now has five tenured or tenure-track professors, including Mr. Gates, with the promise of five more appointments over the next several years. A streamlined curriculum for black-studies majors (they're called "concentrators" here) is expected to be in place for academic 1992-93.

Until last summer, the department occupied cramped quarters in an old gray house several blocks from the campus. Its new offices, in rented space on the fourth floor of a building across the street from Harvard Yard, are everything the old offices were not: spacious, modern, and centrally

Mr. Gates says, "symbols can be of criti-



Henry Louis Gates, Jr.: "I've been a free agent. This is the first time I've been in a position to build something outside myself."

cal importance. The new space was sym-

Mr. Gates has been behind other moves to put the department into the spotlight, such as bringing the film director Spike Lee to Harvard last spring as a visiting faculty member. In the fall, he has announced, the writer Jamaica Kincaid and the composer Anthony Davis will teach in the department.

In the past, Mr. Gates says, many blackstudies programs sought to hire faculty members from a wide array of disciplines. The idea was to replicate the arts-and-sciences faculty within a single black-studies department. At Harvard, he is departing from that model, partly because he thinks it rarely worked and partly because money is tight these days.

Instead, he is following the path taken by Princeton University's black-studies department-widely considered to be the

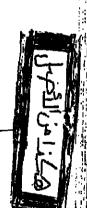
best in the country. It has taken a culturalstudies approach to examine the experiences of black people in the United States and the Caribbean.

'An Extraordinary Impact'

Harvard's department is focusing on the humanities and cultural studies, Mr. Gates says. But it will explore both African-American culture and African culture where possible.

"He's had an extraordinary impact on the university," says Henry Rosovsky, former dean of the faculty of arts and sciences here, who helped recruit Mr. Gates and is now a professor at Harvard. "He's a great personality. You open up the newspaper and you see his name. He's raised the level of Afro-American studies in people's eyes at Harvard."

Mr. Gates sees his mission at Harvard as Continued on Following Page



Scholar Leads His Black-Studies Department Out of Mediocrity

Continued From Preceding Page part of a broader crusade. The field of black studies, he says, is simultaneously flourishing and facing continued attacks on its legitimacy. Much criticism has been directed at black-studies programs that pursue an Afrocentric curriculum. Mr. Gates is a critic of that school, and calls much of the recent scholarship on ancient Egypt

"Those of us serious about Afro-American studies have to establish the field with the greatest integrity," he says. "We are presiding over the era of the permanent institutionalization of the field—or its fail-

"It's crunch time."

''garbage.'

Ultimate Academic Entrepreneur

Skip Gates is, to many, the ultimate academic entrepreneur. After receiving a bachelor's degree in history from Yale University in 1973, he earned his doctorate in English from Cambridge University in 1979. His contacts stretch from the academy-both nationally and internationallyto the publishing world to the arts. He revels in overseeing large-scale literary projects. He is quoted with regularity in mainstream publications. And he travels the lecture circuit, speaking on campuses and at conferences, although he says he has cut back on his speech making in the past year at Harvard's request.

His admirers—and there are many credit him with playing a key role in making Afro-American literature much more visible in academe and accessible to the general public.

"African-American studies and African-American literary studies are unimaginable in the United States without Skip Gates," says Houston A. Baker, director of the Center for the Study of Black Literature and Culture at the University of Pennsylvania and president of the Modern Language Association.

His high profile has also inspired some resentment, though. Mr. Gates's departures from Duke and Cornell miffed people on both campuses. Some accuse him of using the positions only as stepping stones to further his career. "Skipping Away

Cijelingen of Heiward University's Afro-American Studies Department and director of its W.S. B. Du Bals institute to Afro-American Research.

Educations G.A. in Malory, Yele University, 1978, contorate in Phylian, Cambridge University, 1979, First black to receive 8 declarate in English from Cambridge.

Professional Carder: Correspondent for Time magazine's Lipidor Sureau 1973 to 1975; isoturin', eseistant professor, edit associate professor, Vale University, 1976 to 1986; full professor at Correll University, 1985 to 1990; full professor at Correll University, 1985 to 1990; full professor at Duke University, 1985, a University, 1985, a University of 1991; joined Harvard faculty in this suriginer of 1991; joined Harvard faculty in this suriginer of 1991; joined Harvard

Scholarly World Wrote the Introduction and notes for Our Nigs of Statches from the Life of a Presi Black. If Jorgetten 1859, novel by Harrier 6. Wilder that Mr. Gates in deptical, with rediscoverings 1983. Editor of The Scholarburg Distance of Mindelenta. Contain Black Women Writers. 1998. In the House of Danistro. A Collection of Ensays. Contain Black Floration Families, 1999. Time (Class).

newspaper at Duke. A recent editorial in a Cornell student newspaper said Mr. Gates was "clearly on a mission to Cambridge, via whatever school would give him the best deal."

More substantive criticism comes from some scholars in black studies, who say his reputation as "Black Studies' New Star." as he was called in a 1990 cover story in The New York Times Magazine, is media hype. Many Afrocentric scholars do not view what Mr. Gates does as "black studies." Other black-studies scholars believe he has played an important role in the development of the field but emphasize that he is not the only one. And some feel he enjoys the limelight a bit too much.

American society tends to latch on to one black person as the one to pay attention to, says Aldon D. Morris, a professor

"define black feminist inquiry" in a way "as vet unavailable to black female crit-

Some who follow developments in black studies and literature say Mr. Gates's response to her book is a good illustration of how he operates. He wrote a blurb for the back cover of *Invisibility Blues* calling her "a keenly incisive critical voice." To Ms. Wallace, that was "good politics." "It was also generous," she adds.

People frequently describe Mr. Gates as generous, both by writing letters of recommendation for young scholars and by involving academics in his projects. A warm and engaging personality, he is known as the kind of person who not only remembers your name, but mentions it in the right circles.

Yet some academics wonder privately

"Those of us serious about Afro-American studies have to establish the field with the greatest integrity. We are presiding over the era of the permanent institutionalization of the field—or its failure."

of sociology at Northwestern University, who is black. "In many ways, Skip has been selected by the elite establishment to play that role," he says. "He's not to be blamed for being treated as if he's the only black academic in the world."

Some black feminist scholars are critical of Mr. Gates. One. Michele Wallace, an associate professor of English at City College of the City University of New York, says that mainstream news organizations often depict Mr. Gates as the "representative black feminist voice in literary criticism," and that he puts himself in that position. She points out that he edited a 1990 anthology called Reading Black, Reading Feminist. He may have good intentions, she says, but the effect has been to push the voices of lesser-known black female scholars into the background.

Ms. Wallace raised these issues in her book, Invisibility Blues, published in 1990 by Verso. In it, she described what she called Mr. Gates's "academic feminist

whether he has acquired too much influence. "It's the Booker T. Washington syndrome," says a professor of black literature. Another says: "To be critical of Henry Louis Gates in public would be like cutting your own throat. Everybody is always going to check with him in terms of tenure, in terms of any kind of grants. He is going to be the one the mainstream turns to for verification that a person of color knows what they're doing."

Sitting in his new office, Mr. Gates is asked about the analogy to Booker T. Washington. "I reject that comparison," he says. "It's a joke for me. When Booker T. was around, only one Negro controlled things. There's nobody like that now."

But he makes no apologies for his influence or for his work involving black women writers: "You can't be perceived as being successful in any field in this country without being resented to some extent."

In all of his projects, he says, he has sought to involve other scholars. For example, while he was senior editor of the multi-volume Schomburg Library of Nineteenth-Century Black Women Writers, published by Oxford University Press, other scholars, many of them women, edited the individual volumes.

'I Did Not Leave Duke for Money'

Mr. Gates says he welcomes debate and criticism about his work. He has less patience with personal attacks, and feels he was on the receiving end of a lot of that during his short stint at Duke.

While he considers himself a "liberal humanist"-very much in the political center-he says he was painted as a Marxist radical by conservatives at Duke. His salary was the subject of rumors, with many

estimates placing it in the six-figure range. "I would never say what my salary is," he says. "But I did not leave Duke for money. I was offered more in terms of total package to remain at Duke than I was to come to Harvard. My salary has always

been exaggerated, and for racist reasons." Wallace Jackson, a professor of English at Duke who will become chairman of its English Department this fall, calls Mr. Gates's departure "about as major a loss as we could have sustained."

But he doesn't think the resentment over Mr. Gates's rumored salary was racist. When you come into Duke with all the

fanfare and all the money and all th perks," he says, "you evoke the sage feeling on the part of many people as in would if you leapt into General Motors and passed over a number of people in termsol salaries and perks."

Mr. Gates says the main reason he kn Duke was opportunity. He says his fulur at Duke became clear when university of cials countered Harvard's offer, As M. Gates describes it: "They said, We was you to be part of building a strong center for black studies, but you cannot head the program. They said my presence on can pus was fur too controversial. When I read that, the whole thing was over."

In coming to Harvard, Mr. Gales brought along K. Anthony Appiah, a clos friend who had moved with him from Cor. nell to Duke. Mr. Appiah's field is philoso phy, but his appointment at Harvard is in Afro-American Studies. Mr. Appiah 13/1 that at both Duke and Cornell, he and Mr. Gates wanted to build a strong black-stud ies program and wouldn't have lest had that goal been attainable. "At these other places," Mr. Appiah says, "we didn't his the ground running. We had to struggle to deal with all sorts of local politics."

At Harvard, Mr. Appiah says, it's been different. "Every time we make a suggestion based on 10 years of thinking about it. you get constructive criticism, but then they say, 'Yeah, let's do it.' "

In the view of many at Harvard, the department's transformation under Mr Gates and Mr. Appiah—while still in progress-has been extraordinary.

"All of the insecurity students felt about the department's future is out the window," says Tamara Duckworth, a black studies major who graduated in the spring.

Some Student Concerns Remain

Students do still have some concents Ms. Duckworth says some black-studio majors want the department to be more Afrocentric. Mr. Clates, however, says that's not what his department is about. Students interested in studying ancient Egypt should do so critically, he says, not simply to celebrate a mythic past. It's too soon to tell whether the debate over Afrocentrism will become a sore spot within the department.

If Mr. Clates is good for Harvard, many of his colleagues say Harvard is good for Mr. Gutes. Darlene Clark Hine, a profes sor of history at Michigan State University ty, says being at Harvard "will center and ground him in many ways."

"The more situated you are, the greater opportunity you have to produce the kind of work you want," she adds.

Mr. Gates acknowledges that "moving is not conducive to the completion of projects." He has been a lead editor of the forthcoming Narton Anthology of African American Literature, which was due ou by now but is currently slated to be published in the next year or so. He is now working on a book called Letters to My Duughters, a memoir of sorts about what it was like to be a Negro in the 1950's and to be black in the 1960's, and what he imagines it will be like for his two daughters in the 21st century.

Mr. Gates says his work at Harvard is just beginning, and he has no plans to move anywhere else.

"Being able to channel my interest is institution building along these lines is very exciting to me," he says. "Because that will leave a legacy. A legacy that's much larger than any individual."

He adds: "What our field needs is more entrepreneurs, not less. We need more and more institution builders. We don't need to be embarrassed about that."

_{Personal} & Professional

Harvard's English Department: Once Stagnant, Now 'Crackling' With Vitality

By SCOTT HELLER

Henry Louis Gates, Jr., is the latest in a series of impressive new faculty appointees by the once-stagnant English department at Harvard University.

In the last few years, the department has hired away professors from the University of Pennsylvania, the University of California at Berkeley, and Oberlin College. Now the nation's leading advocate of new historical approaches to Shakespeare and Remissance literature may move to Harvard

The turnaround has come in a department that had such a hard time hiring senior professors that then-President Derek Bok stepped in to push it along. In 1987 he took the unusual step of creating a committee of two Harvard professors and six prestigious literature scholars from other universities to recommend candidates for job

The department of English and American literature and language (its formal name) is now younger and more in touch with new and interdisciplinary approaches to literature. Graduate students seem interested; this year some 600 people applied for 20 slots, double the number who applied to the department 10 years ago.

"This has become the single best place in America to study American literature," says Philip J. Fisher, the department chairman, who is generally more measured sbout praising the program he has headed

"It's intellectually vital, crackling," says Stephen J. Greenblatt, professor of English at the University of California at Berkeley. He has had a chance to see the changes first hand: He was a member of the panel that encouraged new appointments. And he has been a visiting scholar for two semesters in the last three years.

Harvard wants him full time. Mr. Greenblatt, a pioneering "new historicist" literary critic, studies literature in the context of broad social and economic trends of the period in which it was written. He says be will decide in the next few years whether to move, based on family and professional concerns. Over that time, he will teach at Harvard for three more semesters.

Unusual Projects'

Harvard made him un offer once before, which he turned down because the department seemed badly split. Now, he says, "people feel free to do unusual, non-truditional projects."

He would join a relatively small yet electic department whose faculty members take pride in the fact that they are not creating a "Harvard school" or single ap-Proach to literature. They describe the department as collegial, despite its recent hislory and the arrival of a cadre of new prolesors. Among the new appointments are:

Rlaine Scarry, a scholar of 19th-century British novels who taught at the University of Pennsylvania. Her latest work argues that concepts of "consent" in medicine and law also can be compared to the trust between readers and writers of literalure. She is also the author of The Body in Pain: The Making and Unmaking of the World (Oxford University Press, 1985).

D. A. Miller, who taught 19th-cenlary British and French fiction at Berkeky. His other interests are gay studies and popular culture. In the fall he will leach a course on theories of mass culture. which will discuss advertising, tabloid

burnalism, and self-help books. Lawrence Buell, an expert in 19th-



century American literature, who taught at Oberlin College. He is interested in the relationship between literature and the envi-

■ Leo Damrosch, formerly of the University of Maryland at College Park. He teaches courses on British writers from 1660 to 1740, and has written books about Hume, Johnson, and Blake.

Another recent addition is Barbara E. Johnson, a leading deconstructionist who moved over from the Romance-languages

Starting in the fall, Marc Shell will be a member of both the English and comparative-literature departments. A MacArthur tellow and author of the forthcoming Children of the Earth: Literature, Politics, and Nationhood (C)xford University Press), he taught at the University of Massachusetts at Amherst.

Mr. Fisher says the department had succeeded in bringing on board faculty members with "ambitious, synthetic, and interdisciplinary projects" rather than specialists in a single author or genre. "A department of this scale is not in the business of looking for a Dickensian or a Faulknerian," he says. Nor would it hire a professor whose expertise is in a theorist like Jacques Lacan, he adds.

Factions Could Not Agree

In the mid-1980's, things didn't look as bright for the department, which had continuing difficulty getting its senior faculty appointments approved by Harvard's administration.

"There was general demoralization in the department," says Richard Poirier, professor of English at Rutgers University and editor of the journal Raritan. Various factions in the department couldn't agree on new appointments and would often settle on weaker, compromise candidates who would be turned down at the collegewide level, Mr. Poirier says. Each faculty appointment at Harvard must be reviewed by an ad hoc panel of professors

from outside the discipline and the univer-

Mr. Poirier was asked by President Bok to head a standing punel to help the department identify better candidates. For three years, the panel generated names for the department, which then took a vote on who would be offered jobs. The appointments of Mr. Cates, Ms. Scarry, Mr. Buell, Mr. Miller, and Mr. Dumrosch, and the offer to Mr. Greenblatt, were the result. The outside panel finished its work

last vear. Walter Jackson Bate, a traditionalist literary scholar and now an emeritus professor of English, says the department's own candidates deserved to be hired, despite the evaluations of ad hoc panels he describes as consistently "hostile."

Mr. Bate grudgingly approves of the new professors in the department, which he concedes is now more stable and amicable than many others. But he questions whether their work will stand the test of time.

"The profession has been having a general nervous breakdown in the last 10 years," he says.

Mr. Poirier counters: "There isn't one of these people who couldn't be criticized from one angle or another. But they were just the kind needed at Harvard." Mr. Poirier denies that the appointments

are faddish or represent a loss of standards, though he says several of the scholars do work at the "frontiers of the disci-

"I don't think there was any capitulation to being newfangled," he adds. "The department has no conspicuous population of Marxists or deconstructionists."

Helen Vendler, a Harvard English professor since 1981, says the new faculty members represent an excellent blend of old and new scholarship. They are traditionally trained, yet interested in new political and social approaches to literature, she says. "I see these as people who don't have one string to their bow."

Revitalizing the department went

smoothly because the faculty voted as a whole on new appointments, Ms. Vendler says. "Nobody felt ignored, nobody felt left out, nobody felt disapproving," she says. "A very strong spirit of common enterprise was restored.

Ms. Scarry adds: "The older faculty and the new faculty seem to be working very well. There's no sense that we're paddling the Queen Mary out into a new river."

Questions About Tenure

The department's new assistant professors reflect an increasing interest in the ties between literature, economics, law, and philosophy. Meredith L. McGill, who will begin teaching at Harvard in the fall, studies how changes in copyright law affected attitudes about literary property during the time of Edgar Allen Poc.

Whether its assistant professors get tenure is another matter. Harvard has rarely given tenure to its own faculty members, part of what has made the climate in the English department tense. Senior faculty members say they hope that unwritten rule may change.

The department is moving ahead with changes in its graduate program. It will relax requirements that doctoral students take courses in various periods, but will still test them on their coverage of canonical writings. A requirement that students know an ancient language has been modi-

The joint appointment of Mr. Gates to English and Afro-American studies, meanwhile, is likely to have a ripple effect. The department has begun a series of visiting appointments in ethnic studies. Last year, King-Kok Cheung of the University of California at Los Angeles taught for a semes-

Another addition to the English department has yet to teach his first class. From 1964 to 1968, Neil L. Rudenstine was a member of the department. He was reappointed last year-with tenure-when he became Harvard's 26th president.

The traditional role of libraries as democratic institutions is in danger of being destroyed by new technologies, according to John Buschman, the librarian at Rider College.

In the past, libraries purchased books and made them available at no charge, allowing patrons to educate themselves regardless of their ability to pay, Mr. Buschman said at the annual meeting of the American Library Association in San Francisco last month. Today, many libraries provide on-line data bases but require patrons to pay fees for the

Mr. Buschman urged libraries not to operate like businesses. "This process means we are giving up on our historic mission of service. collective social memory, and relationship with print," he said.

If libraries put themselves on a business footing, Mr. Buschman warned, "we will become just another competitor in the information marketplace."

David Brunell, director of the **Bibliographical Center for** Research in Denver, told librarians at the meeting that they shouldn't rely on using the Internet because access will not always be free.

Many libraries are using the Internet, a "network of computer networks." now to facilitate services, such as interlibrary loans. *From this limited perspective, it looks promising if you assume it's free," Mr. Brunell said.

However, he reminded the audience, the federal government is subsidizing the Internet, and colleges and universities are shielding libraries from the cost. At some point, he warned, those subsidies will probably end.

If it has relied for an essential service on a network that was once free, a library will see its costs skyrocket when the subsidy ends. Information is not free, and access to information is not free," he said.

Librarians must persuade academic administrators to invest in computers, networks, and other new technologies, Ronald F. Dow. assistant dean of libraries, planning, and administrative services at Pennsylvania State University, said at the meeting.

Mr. Dow acknowledged, however, that in times of tight budgets it might be difficult to get more money for libraries particularly when the additional support will not necessarily lead to cost reductions. "The new tools really don't replace anything, because we still need to buy books," he said.

Librarians will have to encourage administrators to view the library as something other than an appendage, "You can't let the library get buried in the organization," he said. Otherwise, it will be impossible to provide additional services in the future, when computerized access to information will be critical.

Information Technology

Dramatic Breakthroughs for Deaf Students

New technologies offer greater participation

By David L. Wilson

TOR DECADES, deaf students have struggled to overcome the isolation they have felt during lectures and class discussions. Now, relatively inexpensive but extremely powerful desktop computers are making it possible for the deaf to participate more fully in higher edu-

Some of the most dramatic breakthroughs in the use of technology have come in speech-to-text translations, using computers. At the National Technical Institute for the Deaf here, a team of researchers is working on an inexpensive system that transcribes a professor's lecture and projects the words on a classroom wall as they are spoken. The institute for the deaf, one of eight colleges at the Rochester Institute of Technology, was created by Congress. It is financed largely by the U.S. Education Department.

Educators from 44 colleges came to the institute recently for the National Symposium on Educational Applications of Technology for Deaf Students and reported that computers were being used at colleges and universities to:

. Let deaf students and hearing students participate as equals in classroom lectures and discussions. Using computers equipped with modems, professors and their students exchange information in and



new technologies will soon change the way they live." translation as it is called. It is particularly helpful to deaf students because it allows them to follow a lecture and to ask ques-

tions in class.

Janette B. Henderson, a senior research associate, said the institute for the deaf was developing a transcription system that uses an inexpensive laptop computer. The system, called C-print, was tested in a class at the institute last year as part of a pilot study. It uses two off-the-shelf software packages, one a standard word-proc-

used for the K sound. If the operator keys in "krsms," the word "Christmas" will be displayed for observers. The code laters "ncev" are instantly translated as "achieve," while the letters "acevm" are translated as "achievement."

Much of the equipment needed for such a system is already available at many colleges and universities, but all the hardware and software could be acquired for about

Similar systems have been in use for more than a decade, but all are more expensive because they require the use of trained stenographers. The C-print system uses specially trained typists who are paid much less than stenographers.

The institute for the deaf experimented with a speech-to-text system using stenop ruphers from 1981 to 1988, said Michael S. Stinson, a research associate with the institute's educational research and development department. Studies indicated that students achieved a higher rate of understanding of lecture material when the system was used than when they relied compictely on sign interpreters. Students also preferred the transcription system over the use of note takers, possibly because of the detail offered by the verbatim printonl, Mr. Stinson said.

'It Was Too Expensive'

He added that printed information is especially important for deaf students who have been taught in classes with other students who are not deaf. Mr. Stinson, who is hearing impaired, said that deaf students tend to rely more heavily on print for communication and, therefore, may not be as proficient in communication through the use of sign language as deaf students who do not take classes with students who can

Despite the usefulness of the speech-lotext system, the institute for the des

stopped using it in 1988. "It was too expensive," said Mr. Stinson, "and very hard to find stenographers who were available for part-time work."

While the hardware and software for the speech-to-text system were pricey, its most expensive aspect was the stenographer, said the institute's Mr. Stuckless. "A courtroom stenographer can earn, depending on the region, in excess of \$60,000 a year," he said.

The systems were replaced by people who would translate the lecture into sign language, "Many people would say interpreters are underpaid, but you can hire two or three interpreters for the cost of a stenographer," Mr. Stuckless said.

He acknowledges a basic limitation of sign interpreters: "It's virtually impossible to take notes if you have to keep your eyes on the interpreter," he said.

Help From Work-Study Students

The C-print system holds promise because unlike stenographers, who must spend years studying their craft, an average typist can learn the 40 codes used by Cprint in just a few months, said Barbara G. McKee, who chairs the educational research and development department at the institute for the deaf. Ideally, she says. hearing students who receive work-study money can learn the system and then act as manslators in classes with hearing-impaired students.

The team developing C-print hopes to transcribe speech delivered at 150 words a minute with an accuracy rate of 95 percent. If members decide that this goal is unrealistic, they will explore use of the system as a way of providing extensive notes, as opposed to a verbatim transcript. But note taking may be even more time-

For a blind professor, the computer is one of the "most empowering technologies to come along in a long time." Page A18

consuming for the operator than transcription, said Ms. McKee, because the operafor must actually think about how to edit or rephrase spoken words.

Eventually, Mr. Stuckless said, speechto-text systems will be developed that do not require an operator at all. Computer systems aiready exist that, after considerable training, can recognize the speech of an operator who pauses briefly between words. The computer can then transform the spoken words into words on the computer screen. Within the next 10 years, he said, the deaf will probably carry around computers that will "understand" speech from a stranger and instantly translate it into text they can read.

"When automatic speech recognition arrives," he said, "it's going to change the lives of a lot of deaf people."

> As Janette B. Henderson, a research associate, gives a lecture, her words are projected onto a screen. She is also signing as she speaks.



The most promising of the new technologies is speech-to-text translation. It is particularly helpful to deaf students because It allows them to follow a lecture and ask questions.

out of class only through written materials, which encourages deaf students to participate more than they could in traditional

Provide low-cost captions for television and films used in classes. Complete captioning systems can now be purchased for under \$4,000, less than 5 per cent of what a system with similar capabilities would have cost a decade ago.

■ Improve learning for the hearing-impaired through the use of specially developed software packages. Students can improve their use of English and hone their skill at sign language with computer software that deals with problems common to

Speech-to-Text Translation

"Members of the deaf community see that new technologies will soon change the way they live," said E. Ross Stuckless, director of the Office for Integrated Research at the institute for the deaf.

The most promising development is the speech-to-text translation, or real-time essing program and the other a computer shorthand system.

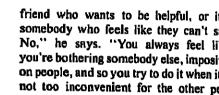
The C-print operator must listen to the lecture and type into the computer special codes that represent words. The computer translates the codes into words and displays them on a special screen that sits atop an overhead projector. Deaf students in classes where C-print is used can get a paper printout of the transcript, so they need not take their eyes off the display to

The transcriber types on a standard computer keyboard. The system lets the operator produce more words than if each word were typed fully and gives even a mediocre typist the ability to keep up with a lecturer.

The shorthand program contains phonetically based abbreviations developed at the institute for the deaf. Thousands of words are stored in the computer. The system works using about 40 universal rules, so operators need not memorize the codes for the thousands of words that are available. The letter K, for example, is always

A Blind Professor Discovers Computers, and His Life Is Changed Profoundly

By David L. Wilson



more productively than ever before. The history professor at the Rochester Institute of Technology has been energized by his discovery of the use of the computer as a teaching tool.

to plan for their retirement, but Mr.

Coombs says he is working harder and

TORMAN A. COOMBS is a man with a

mission. He has just turned 60, an

age when most people are starting

Mr. Coombs, who is blind, says: "The computer is one of the most liberating and empowering technologies to come along in a long time for people with a variety of

Six years ago, Mr. Coombs says, he first examined a desktop computer, "basically just to shut up a friend of mine."

"He kept telling me how great computers were, and I wasn't interested."

But Mr. Coombs soon discovered that a computer equipped with a speech synthesizer could actually speak each word on the computer screen. Soon, he says, he was requiring his students to submit papers to him in electronic form. His life, he says. was completely altered at that point. Until he started using the computer, he was forced to rely on other people to read

Before I got a computer, I didn't really think about how dependent I was on other people," says Mr. Coombs, whose specialty is black history. "But I must have been conscious of it on a certain level, because there were these sudden emotions n i started doing things on my own, Just the memory of those emotions seems to trigger deep feelings in Mr. Coombs, normally a man who laughs and tells jokes frequently. Now, he dabs at his eyes.

Dependent on Others

He earned his doctorate in history from the University of Wisconsin in 1961, relying entirely on people who were paid 55 cents an hour by the state to read fextbooks and other printed material aloud, For the next three decades, he depended family members, friends, and paid reads to communicate printed information to

'Either you're paying someone, or it's a



Norman A. Coombs, with one of his sculptures: "The computer is one of the most liberating and empowering technologies to come along in a long time for people with a variety of handicaps."

friend who wants to be helpful, or it's somebody who feels like they can't say No," he says. "You always feel like you're bothering somebody else, imposing on people, and so you try to do it when it's not too inconvenient for the other per-

With the computer, he says, "I can suddenly do things when I want to do them. Nobody else has to be involved." Using a scanning device, he can load the computer

er changed his life in fundamental ways, it still took him some time to realize that disabled students could benefit from its use in

He began using the computer in some continuing-education courses to replace classroom discussions. The classes had no meeting times, and students communicated with each other and Mr. Coombs by exchanging computer messages.

"Then a deaf student enrolled in one of

When the library catalog went on line, he searched for the citation of his own book. When the speech synthesizer intoned. "Coombs, Norman, Black Experience In America," he thought, "My God, I'm a real author."

with any printed material and hear it read

With a modem, Mr. Coombs can tap into the vast resources of the Internet, a network of computer networks. He can read some newspapers on the day they come out now. "The Braille edition of The New York Times," he says, "comes more than a week after the printed version." Mr. Coombs says he is particularly fond of the news briefs that he can read in USA Today.

He keeps accumulating new powers. "Two years ago, I used an encyclopedia on my own for the first time in my life," he says. When the campus library recently put its card catalog on line, he immediately searched for the citation of his own book. When the speech synthesizer mechanically intoned, "Coombs, Norman, Black Experience in America." Mr. Coombs says, his first thought was, "My God, I'm a real author."

Shaking his head, Mr. Coombs says, "I mean I knew I was an author, but being able to go into the library yourself and look up your own book-it's something people take for granted. For me it was extraordi-

Mr. Coombs says that while the comput-

these classes," he says. Nearly 1,100 deaf students study at Rochester, home of the National Technical Institute for the Deaf. "This young woman told me that this class, which was conducted entirely over computers, with no classroom discussion, was the first time in her entire life that she'd been able to talk directly with her professor and classmates without some sort of interpreter. She said it was the most valuable course she'd ever taken because she could take part in class discussions so easily. No one needed to know she was deaf unless she told them."

Student Confessions

Mr. Coombs discovered that class discussions on computers were also different for students who had no disabilities. "Race, gender, appearance, all the things that influence your evaluation of what someone is saying don't exist in computer-assisted communication," he

Students were sharing intlmacies on line that they would never announce in class, he says. "One woman told us that she was on welfare. I can't imagine standing up in front of your peers and saying that," Mr. Coombs says. "Students confessed their prejudices and asked other students for forgiveness. Sometimes 1 was almost frightened at how honest the students were in this medium. I saw things I had never seen in my previous three decades of

Information Technology

Last fall Mr. Coombs taught a course in black history that enrolled students at Rochester and at Gallaudet University, an institution for the deaf hundreds of miles to the south, in Washington. All classroom discussions took place over computers linked through the Internet. Many of the students in the class were deaf.

Preaching the Gospel

Now Mr. Coombs spends a great deal of his time traveling around the world, preaching the gospel of computer-assisted teaching to audiences that hang on his every word.

In 1990 he was named New York State Teacher of the Year by the Council for Advancement and Support of Education, an award he credits in large part to the change in his life that was wrought by the

"A buddy of mine said to me six months ago, 'You're a different person than you were six years ago,' before I got the computer," Mr. Coombs says. "I've got much more poise and self-confidence, even though I was in my late 50's and had been teaching for some 30 years and was fairly comfortable and confident in the class

Mr. Coombs has been a long-time sculptor, but his new passion for computer-assisted communication and more frequent travels have limited the time he spends on that avocation.

"Suddenly there's this whole new world that I can seize," he says, "and l guess part of what I'm interested in doing is trying to show other handicapped people and non-handicapped people what a person can do in spite of a

handicap." He adds: "It makes me wish I were 30 years younger, when I think of all the opportunities that are starting to unfold.'

TECHNOLOGY UPDATE

- Data base will focus on materials from Roosevelt's WPA
- 2-year college district aims to cut high-school dropout rate

Ariz. 85281; (602) 731-8104.

enrollments have created a con-

sortium to set up an educational

satellite network linking their

■ 11 colleges with Hispanic enrollments form satellite network

munity College District Office, channels,

A faculty member at George Mason University is developing a prototype for a computer library of cultural materials created under President Roosevelt's Works Progress Adminis-

To develop the interactive multimedia collection, John O'Connor, an associate professor of English. has been scanning archival images into a Next computer and entering text from the WPA's writing and

At present, says Mr. O'Connor. the prototype includes two dozen plays, some oral histories, and images of 100 photographs and 160 art works, including murals, posters, and sculptures. The collection should be useful in American literature and cultural-studies courses.

"I want to look across New Deal or government-sponsored art materials for themes-attitudes toward work, country, history, and people," he says, "The best way to do that is to put as much material as possible into a computer data base and access it with key-word

Mr. O'Connor plans to test the prototype this fall with freshmen enrolled in "Computers in Contemporary Society.

"That will be a good test because the students won't know the subject matter," he says. "I can see where they get lost and confused." Once he decides on a final design, Mr. O'Connor wants to put more materials into the data base. "I will add to it for the rest of my

life," he suys, For more information, contact Mr. O'Connor, Department of English, George Mason Universily, Fairfax, Va. 22030; (703) 993-1172; JOCONNORM GMUVAX.GMU. -BEVERLY T. WATKINS

The Maricopa County Community College District has developed a program, called Achieving a College Education, that is designed to reduce the fropout rate among inner-city high-school students in the Phoenix metropolitan area.

The program, used by two of the colleges in the district, employs the Student Monitoring and Alert System, or SMASII—Software that tracks students and combines data on attendance and grades from public schools and postsecondary institutions. The program keeps tabs on students who move around a great deal, says Ronald D. Bleed, vice-chancellor for information

"SMASH alorts people to problems that are occurring with students," he says. "When attendance and grade problems begin to appear, we can attempt some sort of intervention."

More than 95 per cent of students in the achievement program complete high school, and a substantial number continue their education, says Mr. Bleed.

The new consortium includes

2411 West 14th Street, Tempe, Consortium members expect to share both credit and non-credit courses and hold teleconferences -DAVID L. WILSON on the network. They plan to send instructional materials to a central Eleven colleges and universiproduction facility for broadcast ties with substantial Hispanic via satellite to other member insti-

For more information, contact campuses. The nationwide net-

Mr. Bleed, Maricopa County Com- work will use existing satellite

By pooling their resources, the System of Puerto Rico. institutions hope to offset the prob-

Equity Research Corporation, a non-profit educational consulting firm that works with Hispanic insti-

the Heritage College, Hostos Community College of the City University of New York, Laredo State University, Mississippi University for Women, New Mexico Highlands University, Seton Hall University, South Mountain Community College, the University of New Mexico, the University of Texas at Brownsville, the University of Texas-Pan American, and the Ana G. Mendez University

For more information, contact

lems of shrinking budgets and lim- Ms. Cruz, Equity Research Corpoited numbers of faculty members. ration, Five Thomas Circle, N.W., says Miriam Cruz, president of the Washington 20005; (202) 387-

- Beginning this fall, Southern Methodist University will offer a dual program leading to a bachelorof-science degree in computer science and a bachelor-of-arts degree in music.
- Human-Machine Interactive Systems, essays on computing and communication, edited by Allen Klinger, a professor of computer science at the University of California at Los Angeles, is available for \$79.50 from Plenum Publishing Corporation, 233 Spring Street, New York 10013; (800) 221-9369.

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NEW COMPUTER SOFTWARE

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Engineering. "PC/NASTRAN." for IBM PC and compatibles. Lets engineering students perform matrix abstraction and finite-element analysis; creates and solves algorithms in matrix form and solves linear-static and normal-modes programs; \$895. Contact: Thoroughbred Software, Box 6868, Louisville, Ky. 40206; (502) 895-7228.

Mathematics. "to Plus, Volume I," for Apple Macintosh. Graphics program helps teach spatial visualization and geometric reasoning; shows students how objects fold and unfold, beginning with a four-sided tetrahedron and pro-gressing to a 20-sided icosahedron; \$42; quantity discounts available. Contact: Intellimetion, Department QAPG, Box 1530, Santa Barbara, Cal. 93116-1530; (800) 346-8355 or (805) 685-2100.

Medicine. "Medical Abbreviations." for Apple Macintosh. Helps students learn medical abbreviations and use them for charts and prescriptions; lets instructors add their own abbreviations \$30. Contact: Charlot Software Group, 3659 India Street. San Diego, Cal. 92103; (800) 800-4540 or (619) 298-0202.

Paychology. "The Meaning of . . ."
for Apple Macintosh. Helps beginning students learn psychological terms and definitions; tutor section lets students select words from a list and read the definitions." initions; game section lets them match words and definitions; users can add words and definitions in other fields; \$35. Contact: Charlot Software Group, 3659 India Street, San Diego, Cal. 92103; (800) 800-4540 or (619) 298-0202.

Records management. "EPS Records Management System" for Apple Macintosh. Requires "HyperCard." Tracks and maintains files and other documentary in formation. ary information in a systematic manner: lets users view information in multiple windows; \$149; quantity discounts available. Contact: Intellimation, Department GAPG, Box 1530, Santa Barba-ra, Cal. 93116-1530; (800) 346-8355 or (805) 685-2100.

(805) 685-2100.
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Spaniat. "A Practicar Español," for Apple Macintosh. Requires "Hyper-Card." Self-paced drill-and-practice program helps students master Spanish grammar, vocabulary, and usage; in-cludes regular verbs in the present tense and drills and reading in the present sub-junctive; \$39.95. Contact: Charlot Soft-

ware Group, 3659 India Street, San Diego, Cal. 92103; (800) 800-4540 or (619) 298-0202.

Teating. "Cliff's StudyWare Test Preparation Series," for Apple Macintosh and IBM PC and compatibles. Seven self-paced programs help students study for standardized tests; includes American College Test College. College Test, California Basic Educa-tional Skills Test, Graduate Manage-ment Admission Test, Graduate Record Examinations, Law School Admission Test, National Teacher Examinations, and Scholastic Aptitude Test; \$49 each. Contact: Moonbeam Publication 18530 Mack Avenue, Grosse Pointe, Mich. 48236; (800) 445-2391 or (313) 884

Testing, "Cliff's StudyWare Academic Course Review Series," for Apple Mac-intosh and IBM PC and compatibles. Six interactive programs help students review basic materials in biology, calculus, chemistry, economics, physics, and statistics; \$49 each. Contact: Moonbeam Publications, 18530 Mack Avenue, Grosse Pointe, Mich. 48236; (800) 445-2391 or (313) 884-5255.

Utilities. "WindowScript," for Apple Macintosh. Lets users design interfaces for "HyperCard" stacks that include modal dialog boxes, modeless windows, movable modal dialogs, floating pai-ettes, scrolling lists, text fields with mixed fonts and styles, icons, color pie tures, radio buttons, and more; \$152. Contact: Heizer Software, Box 232019, Pleasant Hill, Cal. 94523; (800) 888-7667 or (510) 943-7667.

Utilities. "MasterScript," for Apple Macintosh. Script editor and debugger for "HyperCard"; includes an externals monitor for жемо callbacks and events. GREP scarching, user-definable word boundaries, case-sensitive and wrap-around searchers, and more; \$132. Contact: Heizer Software, Box 2320 19, Pleasant Hill, Cal. 94523; (800) 888-7667

OPTIOAL DISKS

Economic data bases. "PEMD Discovery U.S. Economic Data Disc," for CD-ROM players used with Apple Macintosh. Requires "HyperCard." Contains economic data from the Department of Commerce's Regional Economic Infor-mation System from 1969-1989 for all 50 states, 3, 125 counties, 338 metropolitan areas, and 183 special economic areas; includes information about personal in-come, industry earnings, full- and part-time employees, farm income and expenses, transfer of payments, and more; \$144. Contact: Intellimation, Depart-ment GAPG, Box 1530, Santa Barbara, Cal. 93116-1530; (800) 346-8355 or (805) 685-2106

Environmental data bases. "PRMD Discovery Environmental Data Disc," for CD-ROM players used with Apple Macintosh. Requires "HyperCard." Contains general en vironmental data from World Resources 1990-91. U.S. temperature and precipitation data for \$25 weather stations from 1918-1987, worldwide food and agricultural data, worldwide demographic data attacks. and agricultural data, worldwide demo-graphic data, atmospheric ozone data for 106 stations from 1965-1989, and more; \$144. Contact: Intellimation, De-partment GAPO, Box 1530, Santa Barba-ra, Cal. 93116-1530; (800) 346-8355 or (805) 685-2100.

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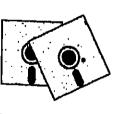
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Both the Justice Department and the Massachusetts Institute of Technology appeared to score points as an antitrust trial against MIT drew to a close last

Stanley Hudson, MIT's financialaid director, was forced to admit under cross-examination that he didn't have any solid data to back up a point he had made in MIT ublications that participation in the Overlap Group had led to students' receiving larger aid packages. The Overlap Group consists of 23 private colleges that, until a Justice Department investigation started two years ago, met annually to compare the aid packages of students admitted to more than one member institution.

After Mr. Hudson could not cite evidence for the claim, Federal District Court Judge Louis C. Bechtle asked Mr. Hudson if his opinion on Overlap came from "any papers or documents" or was "just a feeling." Mr. Hudson said the latter was the case.

міт was able to offer evidence that Overlap had not hurt students when it called a University of Chicago economist, Dennis Carlton. to testify. Mr. Carlton said he had compared Overlap Group aid packages to those awarded at more than 226 colleges and universities across the country.

The analysis, Mr. Carlton said, demonstrated that Overlap was "a revenue-neutral operation." It was unclear when Judge Bechtle would hand down a decision but he has a reputation for making rulings promptly after the consideration of a case.

The House of Representatives Select Committee on Children, Youth, and Families has started an investigation of college costs. Rep. Patricia Schroeder, a

Colorado Democrat who is chairwoman of the panel, asked for the investigation after reading that many colleges had increased their tuition rates. The inquiry will focus on public colleges and universities, since most students attend those

Arkansas Gov. Bill Clinton, who will receive the Democratic Presidential nomination in New York City this week, has turned to prominent economists to gain

In the last two weeks, Governor Clinton has released endorsements of his plan by six winners of the Nobel Memorial Prize in Economic The scholars, and the years in

which they won the prize, are: Kenneth Arrow of Stanford University (1972), Lawrence Klein of the University of Pennsylvania (1980), Pranco Modigliani of the Massachusetts Institute of Technology (1985), Paul Samuelson of MIT (1970), Robert M. Solow of MIT (1987), and James Tobin of Yale University (1981).

Star Contract

Government & Politics



Rickey Hill of South Carolina State: Black colleges have allowed an "acceptable level of mediocrity" to exist.

Public Black Colleges Face New Pressures

Court decision on desegregation hits institutions already beset by problems

By Scott Jaschik and Joye Mercer

Many of the colleges are embroiled in

controversies. In some states, proposals

by government officials have angered

black-college leaders. In others, black col-

leges have been caught up in scandals that

have tarnished their images and hurt their

already fragile bases of political support.

that those circumstances weaken black

colleges at the very time that the Supreme

Court decision has placed new pressures

on them. The Court, which ruled that Mis-

sissippi's public colleges are illegally seg-

Some advocates of black colleges fear



The Rev. Louis H. Coleman, a civil-rights activist in Kentucky: "There is a move afoot by the political factions in states where you have black colleges to phase them out."

regated, suggested that some states should HE SUPREME COURT'S DECISION ON consider merging nearby historically black desegregation came at an unsettling and predominantly white institutions. time for public black colleges.

Some Are Thriving

Some public black colleges are thriving. Many educators cite Fayetteville State. Florida A&M, and North Carolina A&T Universities as examples of institutions that are attracting better students and providing them with a solid education.

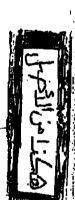
But many other institutions have been facing difficulties in the last two years: At Alabama A&M University, Carl

Marbury resigned the presidency in 1991 after a controversial three-year tenure

marked by allegations that he had given jobs for sex, fired employees arbitrarily, and attempted to bribe legislatorscharges he denied.

■ At Cheyney University, the prospective president, Valerie Swain Cade, last month declined the position when the Pennsylvania State System of Higher Education balked at her request to eliminate the university's multimillion-dollar deficit, Ms. Cade, who had been serving as interim president, came to the post after several years of faculty criticism that the institution was being mismanaged.

At Coppin State College and Morgan Continued on Following Page



Continued From Preceding Page State University, students and faculty members are angry over a study by a Maryland panel of a possible merger of the two institutions. Morgan State officials are also angry over plans to expand engineering programs at nearby predominantly white institutions—a move that could discourage white students from enrolling at , .

At Kentucky State University, students staged building takeovers in October. to protest the possibility—denied by state officials—that the institution would be turned into a community college or lose its mission as a black institution. The president, who had been supported by the students, resigned shortly after the protests.

At North Carolina Central University, the chancellor announced his resignation in September after allegations of mismanagement of funds for athletics. And a state audit released last month questioned the management of research funds.

At South Carolina State University, Albert E. Smith left the presidency in January after allegations that he had violated NCAA rules by reimbursing the parents of a basketball player for travel expenses and had allowed the football coach's wife, who works in the admissions office, to be involved in enrolling athletes. Additionally, some legislators have been pressing for a management audit of the university be-

Sen. Al Gore, whom Gov. Bill

Clinton selected last week as his

running mate on the Democratic

Presidential ticket, has been known

in Congress as a strong supporter of

Mr. Gore, who was first elected to

the Senate from Tennessee in 1984, is

chairman of the Subcommittee on Sci-

ence, Technology, and Space. He also

sits on the Subcommittee on Defense

In those positions, Senator Gore has

pushed for larger budgets for federal

agencies that support research. He was

also the lead Senate sponsor of legisla-

tion to authorize the National Research

ernment would support research in

fields that are of importance to various

Mr. Gore has also proposed that

some of the money now spent on mili-

tary research be shifted to environmen-

tal research. He is considered to be one

of the most knowledgeable Senators on

Mr. Gore received a bachelor's de-

gree from Harvard University, studied

theology and law at Vanderbilt Univer-

sity, but did not get a graduate degree.

The House of Representatives

last week voted 419 to 7 to approve

final legislation to reauthorize the

The action sent the bill to the White

House, where President Bush is expect-

ed to sign it. The Senate unanimously

approved the bill earlier this month.

-SCOTT JASCHIK

environmental research.

Higher Education Act.

science and technology.

Industry and Technology.

tremely high speeds.

cause of gaps in the institution's financial

 At Southern University, a former president who sued the university's Board of Supervisors for firing him in 1988 "in bad faith" won a \$240,000 judgment against the institution in January 1991. The former president said the supervisors wanted him to show favoritism to their friends and relatives in hiring.

■ At the University of Arkansas at Pine Bluff, allegations of mismanagement and wrongdoing—including building athletics dormitories with money appropriated by the state for emergencies-led to the downfall of a former chancellor, Charles A. Walker, who resigned in June 1991.

■ At Virginia State University, many employees have reported being called to appear before a state grand jury for an investigation of alleged financial improprieties at the institution. University officials deny wrongdoing.

White Political Leaders Blamed

Higher-education officials and advocates for black colleges don't have any easy answers for why so many public black colleges are having problems. Some blame white political leaders. Says the Rev. Louis H. Coleman, a civil-rights activist in Kentucky who is also the part-time football coach at Kentucky State: "All of these controversies are by design to dilute the

African-American leadership. There is a move afoot by the political factions in states where you have black colleges to phase them out."

Many black-college advocates say allegations of mismanagement that are frequently highlighted at their institutions are

"We don't have any interest

in denying access to any group of people, but the founding

mission was to provide

educational opportunities to black people,"

just as regularly overlooked at predominantly white institutions.

"Those kinds of allegations are red herrings and could be misused by state officials who don't have the colleges' best interest at heart," says Donald Watkins, a lawyer who has represented Alabama's public black colleges in a desegregation case. Often, he says, what is labeled mismanagement at a black college is an attempt by cash-strapped administrators to engage in creative approaches to resource allocation."

Percy Pierre, president of Prairie View

A&M University from 1983 to 1989, now vice-president at Michigan State University for research and graduate studies, says that the proved charges against administrators are "far fewer" than the alleged ones. A special prosecutor's report accused him of "reckless conduct" with Prairie View money, an allegation that was not substan. tiated by state auditors.

'You Fix the Problem'

black and white institutions are not treated differently when scandals occur. C. D. Spangler, president of the 16-campus University of North Carolina System, says that while North Carolina Central is the focus of controversy now over manage. North Carolina State was in the hot seat two years ago over athletics scandals.

In both cases, he says, "the problems

Aside from scandals, many of the controversies involving black colleges relate to state ambitions for predominantly white institutions located in their vicinity. Blackcollege officials say that efforts in Maryland to improve engineering programs at the University of Maryland-Baltimore County will hurt Morgan State and that a proposal in Georgia to change Macon Col-

He adds that problems at predominantly white institutions don't lead to threats of closures as they do at black colleges. "If you have a scandal at LSU, you don't close it. You fix the problem," he says,

Some state officials say, however, that ment problems, the predominantly white

have nothing to do with race."

WASHINGTON UPDATE

- Gore, Clinton's V.P. choice, a strong supporter of science
- Reauthorization of Higher Education Act sent to Bush
- Senate approves 8 nominees to humanities council
- House passes tax provisions of importance to colleges
- America 2000's grants to colleges aim to help schools

The legislation would govern Pell Grants, student loans, and other highereducation programs for five years. The current legislation expires on Septem-

and Education Network, a computer network that will link libraries, col-Republican and Democratic lawleges, and businesses and allow for the makers congratulated each other on easy exchange of information at exending the 17-month reauthorization process by bringing the legislation to Senator Gore, like Governor Clinton, the House floor with bipartisan suphas also supported the idea of an "industrial policy" under which the gov-

Rep. William D. Ford, the Michigan Democrat who heads the House Education and Labor Committee, said the bill illustrated that the two parties could still work together when they are committed to getting something done.

Mr. Ford, citing a statement from Education Secretary Lamar Alexander last month that advised the President to veto the bill, thanked Republican lawmakers for going directly to Mr. Bush to win his support. "We can work with the President when we can get to him," Mr. Ford said. —THOMAS J. DELOUGHRY

The Senate has confirmed eight nominees to the National Council on the Humanities, the advisory board to the National Endowment for the Humanities.

The scholars, who were nominated by the White House in late March, include: Paul A. Cantor, professor of English at the University of Virginia; Bruce Cole, professor of fine arts at Indiana University; Joseph II. Hagan, president of Assumption College; Theodore S. Hamerow, professor emeritus of history at the University of Wisconsin at Madison; Alicia Juarrero, professor of philosophy at Prince George's Community College; Alan C. Kors, professor of history at the University of Pennsylvania; Condoleezza Rice, associate professor of political science at the Center for International Security and Arms Control at Stanford University; and John R. Searle, professor of philosophy at the University of California at Berkeley.

A group of liberal scholars, Teachers for a Democratic Culture, had opposed the nominations, contending that the Administration was trying to pack the advisory board with conservatives.

-STEPHEN BURD

The House of Representative passed a bill to extend for 18 months three tax breaks of importance to colleges.

The breaks all expired on July 1. The provisions would allow workers to receive up to \$5,250 in employer-provided educational assistance without paying income tax on the funds, allow wealthy donors to gain the complete tax advantages of making gifts of appreciated property, and give businesses a tax search.

sions in the bills.

the education of American students.

of 686 proposals.

The 11 design teams will work to establish prototypes for "world class" schools, develop pilot schools based on their models, and test and refine them until proved effective and replicable. The teams must operate with a budget comparable to those of conventional schools. NASDC has raised \$50-million toward its \$200-million goal for supporting the project.

The Johns Hopkins University will participate in one of the design teams. for an elementary school to be called "Roots and Wings." The design team will use cooperative learning, peel toring, and a curriculum that emphasizes linking subject matter to real life problems,

Other colleges receiving grants are: Audrey Cohen and Wheelock Colleges: Boston, Brown, Harvard, Tel Aviv. Vanderbilt, and Yale Universities; and the Universities of California at Los Angeles, Massachusetts at Lowell, Minnesota, North Carolina, and South-—KRISTIN LIEB ern California.

credit for increased spending on re-

The Senate Finance Committee has approved legislation with similar provisions, but it is unclear whether the measures will become law because of differences between the House and Senate bills on how to pay for the tax breaks and for various spending provi-

The New American Schools Development Corporation, an arm of President Bush's America 2000 school-reform effort, last week announced 11 grants to design teams selected to devise methods to better

Nine of the teams included at least one college. NASDC, a non-profit organization, made its selections from a pool



THE CHRONICLE OF HIGHER EDUCATION



Opinion: The bugs in computer science **B3**



End Paper: Confessions of a busophile **B36**

> Mélange **B2**

Letters to the Editor **B4-6**

Bulletin Board B7-35

By Allan M. Winkler ow should faculty members spend their time? How many courses should they teach? And who should make teaching assignments? Those questions all revolve around the

larger issue of faculty workload, perhaps the most pressing concern in higher education today.

in a front-page article several months ago, at least a dozen states are examining the academic work week, with an eye toward mandating that faculty members teach more. Some states seek to require that a given number of courses be taught by an individual faculty member; others wish to insure that the teaching bal-

ance favors undergraduate, rathbers, and not graduate ass dergraduate students.

In Ohio, for example, a bill introduced in the General Assembly a year ago sought to tie salaries directly to the number of credit hours taught. It died in committee, but rumblings in the legislature this year indicate that the issue is still very much

In Virginia, in response to Gov. L. Douglas Wilder's pointed inquiry about "the academic priorities of our colleges and universities," the Survey Research

Laboratory of Virginia Commonwealth University, in consultation with the State Council of Higher Education for Virginia, undertook a lengthy survey of all faculty members' activities. The North Carolina State Auditor recently issued a report on

Explaining What

Professors Do

As The Chronicle pointed out

With Their Time The concerns of government leaders and the public require a response

er than graduate, teaching; still others hours worked in the state-university syswant to mandate that senior faculty mem-"formal orgaing monitoring" of professors' employment patterns. And the list

The concerns of government leaders require a response. We need to do a better job explaining to our various constituencies just what we do with our time. Even more important, we must develop a systematic means of assigning workloads fairly on our campuses, to demonstrate that

OPINION

restrictive legislative decrees are unneces-

We have been notoriously lax in articulating to students, alumni groups, and especially legislators the various activities that are part of academic life. Even though

many state legislators believe that undergraduate teaching is the only thing that matters, we still need to keep explaining that such teaching is but a small part of an overall workload. Similarly, we need to communicate that teaching involves far more than the time spent in the classroom.

We also need to be even more aggressive in explaining the value of research, and to highlight both anticipated benefits, such as economic analyses that can assist the

state, and unexpected results, such as the miniaturization process that nally, we should argue that teaching and research are complementary, not competitive, activities. Research is a process of systematic inquiry that plays a major role in teaching students at all levels, in all institutions, how to think. To the degree that it develops the modes of thought common to a discipline, research infuses the teaching process.

One of the most exciting teaching experiences I ever had came in a research seminar for undergraduates that I taught at Yale Continued on Following Page



Faculty Members Must Explain What They Do With Their Time

Continued From Preceding Page University, where I shared with my students the results of my continuing archival explorations at the same time that they embarked on similar projects of their own. In the process. I prepared them not for academic careers, but for disciplined activity in law, business, or whatever professions they chose.

THESE ARGUMENTS, of course, are hardly new. Nor have they gone unchallenged. Yet they still need to be made, for they help explain the creativity that marks higher education at its best.

But it is not enough simply to describe what we do. We need to acknowledge the criticisms that come from legislators' watching an occasional professor in the neighborhood mow the grass at 2 p.m. or from critics like Charles J. Sykes in his angry diatribe ProfScam: Professors and the Demise of Higher Education. Mr. Sykes generalizes unfairly from a few examples, but the fact remains that every college or university contains faculty members who should be teaching more. At research universities, involvement with research often does detract from time spent with undergraduates; there and elsewhere we need to work out new arrangements to guarantee that teaching needs are

Having acknowledged that something must be done, we should devise rational ways of making teaching assignments to demonstrate to legislators that the issue is under control. In Ohio, a committee composed of faculty members and administrators recently reported on the workload issue to a task force appointed by the Ohio Board of Regents at the request of the Governor. The committee began by noting that

search.

The committee then argued that, within this framework, mission should govern workload, and it devised a formula to help determine what might be reasonable expectations regarding the number of courses to be taught by faculty members in these different kinds of institutions. It estimated the number of hours spent in an av-

"We must show that, even though we have hesitated to address the workload issue in the past, we now are ready to deal with it."

different institutions had been assigned diferage course, and factored in the faculty's ferent missions to meet the broad eduresearch and service obligations at certain cational needs of the state. Ohio has kinds of institutions. Having done that, the directed that community and technical committee suggested that in a four-year colleges focus primarily on teaching; undergraduate institution, faculty memthat four-year baccalaureate institutions bers in a typical department might spend concentrate on undergraduate education 60 to 70 per cent of their time in instruction but also offer a number of graduate proand advising. The remaining 30 to 40 per grams; and that research universities cent would be devoted to research and maintain a balance among undergraduate service. The typical faculty member would

probably teach three three-credit or In an institution that included both teaching, graduate instruction, and re-

dergraduate and graduate students, the more research was required, the type department would probably devote 40t 50 per cent of its time to instruction, & the typical faculty member might be a pected to teach two courses per terman! do extensive advising of graduate sp. dents. The remaining time—roughly 50; 60 per cent-would be devoted to resent and service.

The committee said that, in most case the department was the appropriate unit. make specific assignments, because i alone could monitor student demand for courses and regulate faculty member vailability. The committee suggested the the department as a whole be given a spe cific number of courses to teach, which could then be apportioned flexibly by the chair. Within this construct, faculty mea bers might well teach varying loads. Aprofessor between projects might teachants tra course one year to accommodate and league trying to finish a book. The following year the pattern could rever The important point is that the department would be responsible for covering a give number of courses that the institution deemed appropriate, which should really the kinds of problems that legislators have identified.

YORKING with that draft frame work, a University of Cincip nati faculty-workload comm tee was able to devise a systematic policy to govern the various, and vastly different colleges that make up the university. Up der that plan, different units work from different expectations, and some teach more than others. Faculty members in associate-degree and certificate program, for example, teach the equivalent of low three-credit courses per quarter; those in muster's programs teach the equivalent of two three-credit courses per tem. Acknowledging differences in missions, the process insures fairness and flexibility and an end to the inconsistencies that have plagued us in the past.

This example demonstrates that we com put our own house in order. We can construct a reasonable system that addresses the concerns of our critics and still preserve the flexibility that is essential for our colleges and universities to remain vital

and alive. To make such a system viable, however, we need to show legislators that it can work. We must articulate better the differences among institutions in every state. We need to show how the responsibilities of community-college faculty members do differ from the expectations placed on professors at research universities. And we must show that, even though we have hesttated to address the workload issue in the past, we now are ready to deal with it sys-

State governments have a vested terest in our colleges and universities. In 1991 alone, they provided \$40-billion, and that gives them a voice in our affairs. The question we can help answer is: What kind of a voice will that be? Our role is to publicize what we do, respond to our critics as non-defensively as we can, and devise workable ways of making teaching assignments that acknowledge the charges we hear. Only in that way can we avoid the micromanaging that otherwise looms

Purthermore, the programmer working on a new spreadsheet or word processor is unlikely to encounter any questions of hathematical theory while trying to decide

By Nathaniel S. Borenstein

OPINION

NINDUSTRY, alas, it has long been taken for granted that universities pro-L vide little practical training for computer programmers. Programmers often regard their formal training, if they have had any, as little more than a bad joke. Statements such as "I learned more in four months on the job than in four years of college" are so common as to lead almost inescapably to the conclusion that something is seriously wrong with the way progammers are educated in our universities

The principal problem is that the skills taught in university computing programs are astonishingly irrelevant to the tasks of programmers in the real world. Of course actual programming courses, in which students learn how to use one or more progamming languages, are useful to those who want to program for a cureer. But beyou the mechanics of programming, the typical undergraduate curriculum has very little of relevance to the practicing pro-

Consider the typical courses that one must endure to obtain a degree in computerscience. Beyond introductory programming, one typically encounters a class in "formal methods," often called something like Fundamental Methods of Computer Science or Foundations of Computing.

The content is fairly standard. Such courses teach the student about data struclures (coherent mechanisms for storing data and describing their organization), abtract data types (mechanisms for describing in a sophisticated fashion a class of actual types of data), analysis of algorilms, program verification (mathematical proof of correctness, not to be confused with the more pragmatic art of exhaustively testing a program to make certain that it works in most realistic cases), program synthesis (automatic derivalion of a program from its mathematical description), and the mathematical theory of computation.

With the exception of data structures, which are essential to any serious propammer, these areas offer little that will be of any use to the practical programmer. While it is fascinating from a mathematical viewpoint to be able to characterize the intrinsic computational complexity of a problem, it is considerably more rewarding for the programmer simply to solve it in the best possible manner-where "best" often refers at least as much to the speed with which the solution can be implemented as to the ultimate performance of the overall

Colleges Need to Fix the Bugs in Computer-Science Courses

how best to present information to the user. Theoretical considerations will be useful in certain important subproblemsoptimizing screen redisplay, for example, or correcting spelling-but the efficient programmer can generally find the "right" answers to such problems in reference books, notably Donald E. Knuth's The Art

of Computer Programming. The really useful skill in solving these subproblems is the ability to find the right algorithm in a reference book on computer algorithms, and this is certainly a skill that young programmers should be taught. But the simple fact is that most practical programming does not involve much mathematical theory at all, and programmers can learn the relevant bits of mathematics the way engineers often do-with a relatively superficial understanding, but with a clear knowledge of how to find the answers in reference works. The mathematical knowledge is very useful to students bent on a doctorate, but relatively few undergraduate computer-science majors have any such plans.

CIMILARLY, programmers are virtually never called upon to prove rigorous-ly and mathematically anything about the formal capabilities of their system, although the undergraduate curricula at some universities could leave one with the impression that formal proofs of program correctness are the primary duties of programmers. While programmers would certainly like, for example, to be able to prove mathematically that their programs are bug-free, experience has shown this to

be impossible in any practical sense. Realworld programs are too large ever to be proved "correct" and too ill specified, in that the precise requirements for a large program are rarely completely understood

Advocates of the formal verification of programs have long admitted that no program of any significant length has ever been proved correct, and they have even been known to state that this is because none of them is correct. They are probably right. Nearly every useful program has bugs, and nearly every program simple enough to be bug-free is likely to be of very little practical utility. In general, this doesn't matter, because big programs with occasional small bugs have proved to be so useful in the real world. Users quickly learn to ignore the minor annoyance of small bugs, especially when there is a way to work around them. (Of course, there are times when this situation is less which is why so many computer scientists were horrifled by the original plans for the Strategic Defense Initiative proposed in the 1980's; they would have placed history's most complex computer programs in charge of weapons systems that could destroy the planet.)

Programmers don't prove programs bug-free, because they don't write bugfree programs. Not only don't they write them, but they generally can't write them or even describe how their programs would behave if they were bug-free, because many "bugs" turn out to be products of a mismatch between the users' needs and the programmer's understanding of those needs. This is simply the nature of the programming art.

The universities deplore this fact and teach students program verification as if the magic of that teaching will somehow transform the nature of the computing world, making program verification an important part of programmers' lives. Instead, verification becomes a shared joke among programmers—one of many things they had to learn in school, but could then ignore. Teaching undergraduates about program verification makes about as much sense as teaching impoverished African children how to make money in the stock market.

One can imagine some far-fetched circumstances in which the skills might be useful, but the mere teaching of the skills does nothing to help create the circumstances in which they might be used. Knowing about the stock market is useless to people with no money, and knowing how to prove programs correct is useless to programmers in a world where programs are not correct and don't really need to be in order to satisfy their users.

It is easy to see how we ended up with a computer-science curriculum that teaches very little of practical value. Computer science has its origins in two very distinct academic disciplines, mathematics and electrical engineering. The age of computing was born when such brilliant mathematicians as Alan Turing and John von Neumann had a series of insights into the nature of problems that can be characterized formally and solved via formal processes.

THURING, in particular, proved mathematically that any machine of sufficient computational power was "universal," in the sense that it could answer any question that any other such machine could answer. The simplest "universal" machine, it turned out, was so mindbogglingly simple that, in recent years, one has actually been built out of Tinkertoys for the Computer Museum in Boston. The computing era really began when mathsimple machinery could solve any computable problem.

At this point, practical issues began to take hold. These theoretically "universal" machines, it turns out, have infinite time and memory in which to perform their tasks. In the real world, the value of a computing machine is directly related to the size of its memory and the speed of its operations. Improving the practical capabilities of real machines quickly became the province of electrical engineers, who brought with them their own methods and attitudes.

By and large, the engineers were very Continued on Following Page

MÉLANGE

Entitlements and Real Change; the Business of Publishing; the Norm of Manliness; Lawyers With Diverse Perspectives

T NTEGRATION IS ANATHEMA to griev-Ance groups for precisely the same reason it was anathema to racist whites in the civil rights era: because it threatens their collective entitlement by insisting that no group be entitled over another. Power is where it's at todaypower to set up the organization, attract the following, run the fiefdom.

But it must also be said that this could not have come to pass without the cooperation of society at large and its institutions. Why did the government, the public and private institutions, the corporations and foundations, end up supporting principles that had the effect of turning causes into sovereign flefdoms? I think the answer is that those in charge of America's institutions saw the institutionalization and bureaucratization of the protest movements as ultimately desirable, at least in the short term, and the funding of group entitlements as ultimately a less costly way to redress grievances. The leaders of the newly sovereign flefdoms were backing off from the earlier demands that America live up to its ideals. Gone was the moral indictment. Gone was the call for diffiormation. The lan guage of entitlements is essentially the old, comforting language of power politics, and in the halls of power it went

down easily enough. . . . Entitlements were cheaper in every way than real change. Better to set up black-studies and women's-studies departments than to have wrenching debates within existing departments. Better to fund these new institutions clamoring for money because who knows what kind of fuss they'll make if we turn down their proposals. Better to

pass laws permitting Hispanic students to get preferred treatment in college admission-it costs less than improving kindergartens in Bast Los Angeles.

-Shelby Steele, professor of English at San Jose State University (on leave), in the July Issue of Harper's Magazine

THEN THE RAILROADS forgot they W were in the business of transportation, rather than the business of railroads, they lost a golden opportunity by not expanding and utilizing new transportation technologies. Publishers, too, need to remember that we are in the business of publishing, and not simply the book business. We must be open to information technologies if that's where the opportunities lie. -Sue Havlish,

advertising manager at Indiana University Press, in the summer issue of the newsletter of the Association of American University Presses

THERE IS A NORM of manliness in our society (much as there was in fifthcentury Athens) that is deeply hostile to reason and learning. Its enforcers frequently wear the mantle of reason and learning. They speak of upholding the standards, of time-honored educational values. But unlike true Socratic reasoners, they are unwilling to be penetrated by new factual information, new forms of interpretation, unwilling to commit themselves to following the argument and the facts anywhere they lead. To follow reason in the Socratic way requires a form of vuinerability and even passivity. It means dropping the pose that one is always adequate to any ocça-

sion, always on top, always hard. It means letting reputation and mustery wait on the outcome of impersonal logic and factual discovery; searching with humility for the truth that will refute what one most holds dear. As Callicles remarked to Socrates in Plato's Gorgias, that form of life is not for the heman-although, as the Platonic dialogues amply attest, self-defensive hemen love to ape the give-and-take of argument, so long as their manly control is guaranteed

–Martha Nussbaum, professor of philosophy, classics, and comparative literature at Brown University, in the July 13-20 issue of The New Republic

OF COURSE, neither law, lawyers, nor law-school admissions counselors alone can solve any of our problems singlehandedly, but the great issues need lawyers who bring diverse and sensitive perspectives to the debate as lawyers, judges, legislators, informed citizens. We need to counter a

Vice-President that just doesn't get it. .. I submit that neither the Vice-President nor the President comprehends the difference between equality before the law and equality in fact. Undoubtedly they never heard of Anatole France, the French writer and poet, who put his finger on the distinction . . . when he observed: "The law, in its majestic equality, forbids the rich as well as the poor to sleep under bridges, to

beg in the streets and to steal bread," —Charles E. Daye, president of the Law School Admission Council, at its annual meeting

tematically.

Allan M. Winkler is chairman of the department of history at Miami University of



Regarding Asma Barlas's essay of bright students laboring under burnize his exceptional brilliance by "Rules Are Rules? How the System dens of indifference and poverty who handing him a full scholarship to an Failed to Serve My Exceptionally happen to lack access to major audi- Ivy League school, or prevent his Gifted Son," Opinion, June 3), I'm a ences such as that served by The locker from being vandalized, or inbit puzzled at The Chronicle's new Chronicle. Professor Barlas displays sure a happy and fulfilling social life. journalistic approach. It is truly astonishing to learn of a mother who thinks her son is actually an unrecognized genius. I'm anticipating that you'll soon be able to dig up essayists on other "dog bites man" topics such as "Freshmen Get Younger Each Year," "Faculty Members Denied Tenure Think the System Is Unfair." or "Why My Travel Money Is Insuf-

Seriously, does Ms. Barlas expect the majority of the readership of The Chronicle, who did not attend (vy League schools, to sympathize with the alleged disaster that her son did not? A really good undergraduate education can be had at many other public and private institutions; the elitism that assumes otherwise does not deserve to be aired in The Chron-WILLIAM M. KEITH

Assistant Professor of Communication University of Louisville Louisville, Ky.

TO THE EDITOR:

Rather than providing a coherent indictment of the "system," as she terms it, Asma Barlas devotes the bulk of her essay to descriptions of her child's achievements in the face of pressures that are by no means unique to his situation. While the reader is thus introduced to a rare and talented individual, the relevance of the presentation to broader

While reading this essay we were

led to contemplate the large numbers failed her son because it didn't recoglittle, if any, concern for these students in general. Her inability to tem failed to serve my exceptionally move beyond her own particular congisted son." . . . Why is it that a high cerns, which seem to be the admis- i.q. should be equated with great sion of her son to a "name brand" privilege? An "exceptional gift" is university, is self-indulgent. Empha- simply the result of the fortuitous sis on this point denigrates the nu- combination of DNA. It is, in fact, a merous public postsecondary institu- "gift," so why should rules be bent tions and liberal-arts colleges that have high academic standards and may be more receptive to individual falled to serve her son, Ms. Barlas needs than the institutions she discusses. The unfortunate implication in American higher education. It is is that Professor Barlas feels that not American higher education that

stake for her son. . . . JAMES BLLIOT STORMS Doctoral Candidate of Anthropology University of California at Los Angeles Los Angeles JAMES ELLIOTT SNEAD

> JAMES ELBERT SNEAD Chairman Commission on Higher Education e of New Mexico Santa Fe, N. M.

TO THE EDITOR:

Asma Barlas's complaints against the "system" that failed to serve her "exceptionally gifted son" are misdirected. After reporting that "the system" identified her son as having an exceptionally high 1.Q., after "the system" placed him in special university-sponsored programs and in accelerated classes and provided access to the International Baccalaure- TO THE EDITOR: ate program, Ms. Barlas has the nerve to complain that "the system" her exceptionally gifted son is inci-

because someone is "exceptional"? And then because "the system"

equates this experience with malaise prestige, rather than education, is at has lost sight of "what knowledge and learning are all about"; it is those who believe that "exceptional gifts" deserve exceptional privilege. How sive, but my conclusion would be often do we read about "exceptionally gifted" students peer tutoring, reading for the blind, volunteering in nursing homes, or in any way using on the Graduate Record Examinatheir "exceptional gifts" to help those "less exceptional"?

Ms. Barlas has her math all wrong: Both had high honor grades at very An exceptional gift equals exception-prestigious undergraduate institual responsibility. Throughout history the most revered scholars are those interests and achievements. Both who put their exceptional gifts to were rejected from all graduate prowork in the service of others.

LYNN LANGER MEEKS Consultant, English Language Arts Department of Education

Asma Barlas's moving story about tremendous recommendations at one

shares much with programming. Architects must design a building in accordance with the laws of physics and the realities of economics, lest it collapse when built or be too expensive to build in the first place. Yet if they are trained

more drastic.

I know two white middle-class

Americans who received three 800's

tions-three perfect scores in verbal,

quantitative, and abstract reasoning.

tions and widespread non-academic

I know another youngster who was

graduated summa cum laude at the

age of 19 from a university that likes

to consider itself the best in the coun-

try, and was rejected by all Ph.D.

programs to which he applied. I

know another who carned all A's and

grams to which they applied.

the aesthetic considerations that will affect the for all people, and the war is far from

acceptance of their programs by the users. Eventually, it seems inevitable, computer design more appropriate and useful curricula.

search in Morristown, N.J., and author of Pro-

Many have lived the life of experiences she and her son seem to find incredible. . . . I would tell Dr. Baras to talk with all different kinds of people and realize that her experience is not unique. Education is a key for upward mobility in this sociely; however, one must never lose sight of how this current "system" functions (or dysfunctions). If all members of the human race were encouraged and given equitable opporunities to reach for their best it would make one pause and wonder at what great inventions and discoveries could be made for the benefit of T. MICHAEL FORD Senior Business Analyst Office of the Chuncellor

OPINION

OPINION .

VS Hixson

jected for graduate work at the

All four of these are very creative.

diligent, multifaceted, and socialis

young people. Something is terribly

wrong about the way our country's

evaluating and rewarding academic

excellence among our young. The

reason, I am convinced, is not sim-

ple. However, it is ironic to read on

The Chronicle's front page that

Americans can't be found for toppo-

sitions in our country while we cal

off the careers of such promising

Asma Barlas's article recounting

the experiences of her son Demir

confirmed for me the reality of edu-

entional "conformity theory" that is

fur too prevulent in America, and

likely in many parts of the world. As

well, . . . her article exposed the resi-

ity of racism and the commensurate

double standard in America. I would

"blind" ignorance of those students

who shunned her son because some

thought him black and others though

him white. He was neither, and

therefore a true outsider. This is m

experience repeated many times, and

in a predominantly white setting. The

effects of existing in this type of sel-

ting, particularly for a growing ado-

lescent, can be devastating. . . .

commonplace....

lack of socialization he received by

being shunned as an outcast is 100

There is a reality to be fought or

the battlefield of equitable treatment

over. She asks, "Do Ivy League of

leges in America not understand the

difference between learning and

case is, not when it comes to getting

your "ticket punched" (cuphent

back East I saw "teamwork" (group

cheating) and heard of accounts of

became clear to me that since I was

not part of the clique (groups of white students) that I would have to work

10 times harder for my grades. This is

Dr. Barlas stated that she moved to

America in 1983. I was born in Amer-

ica and only have to go back three

generations in my family tree to at-

cestors who were slaves in America.

not a unique experience. . . .

usually working on my own and was

it usually involves a person of color

tell Dr. Burlas to reflect on the

PATRICIA CLARK KENSCHAF

voungsters.

TO THE EDITOR:

state's university.

"I've been assigned to the curriculum-reform committee, and so

any actual meetings. Am I looking in the wrong place?"

I thought I'd read up on it. But I can't seem to find any records of

Research and teaching at Colby College

TO THE EDITOR: We have had several controversial tenure decisions in recent years at College that have greatly distressed some friends and close colleagues. I regret the necessity to regeat internal discussions concerning these decisions in the pages of The Chronicle, but I feel compelled to correct the allegedly factual claims in Roger Bowen's essay "A College That No Longer Puts Teaching First Pays a High Price for Its Exalted Reputation" (June 10). I leave his opinions for others to judge.

The Colby government department, about which Bowen complains, is considered one of the stronrest teaching departments at the colkge. Most government-department members are also active scholars. but the majority of their time still is devoted to teaching their five courses each year. Students flock to government courses, and over 240 students choose to major in government tof 1,200 sophomores, juniors, and sewors), adding testimony to the high degree of student satisfaction with the teaching quality of the government faculty. More generally, our students consistently rate fine teaching as the most outstanding feature of

their Colby experience. The faculty merit salary system began at Colby in the 1950's; it was not created by the new president in 1979. Originally a yearly system of review. it became a biennial system in the late 1970's and, in 1988, a triennial review system. Merit salary reconsmendations originate with department chairs and interdisciplinaryprogram directors. The strongest

1 PHINGE

ANOTHER IRREGULAR VERB VISITING PROF. MOBLE

teachers who are also active scholars and contributors to the college receive the highest increases. Publishing alone is not sufficient, as the winner of a prestigious national fellow-

ship recently discovered. There has been no case in my memory at Colby of a truly "excellent" teacher being denied tenure, nor has there been a case of a mediocre teacher granted tenure because of impressive scholarship. As those who have served on tenure committees well know, there is often a wide disparity between the campus reputation of the strengths and weaknesses of a colleague being reviewed for tenure and the actual record that the committee sees. Several of Bowen's claims are based on such rumors.

Who publishes a tenure candidate's book has never, by itself, been a highly significant component of a tenure review. However, the journals where a faculty member's articles appear, the gallery that represents a faculty member's work, the theater company that performs a person's play, the foundation that has supported the faculty member's research, and the prestige and reputation of a publisher are all useful data in assessing the quality of that work. And, of course, the quality of academic research work is much more

significant than the quantity. In order to make his point, Bowen has greatly exaggerated the place of scholarship in our faculty reviews. We do value research activity and its public presentation, not for its own sake but because of the close connection to first-rate instruction and advising. At the same time, we remain steadfast in our commitment to the and articles. They taught well beideal that a college should be funda- cause they conveyed excitement and mentally a place of teaching and a sense of the importance of what learning. ROBERT P. McARTHUR

Vice-President for Academic Affairs

Толы Ергок:

Roger Bowen criticizes Colby College's new emphasis on research and publication. It is hard to agree with him. When I entered Colby as a freshman in 1959, it was not "one of America's top regional liberal-arts colleges," as Bowen recalls it of old, let alone among the top "national" colleges he says it has now become. It was a not-terribly-good school with a few good teachers. But many were not good. They were dead from the neck up. Too often, Colby seemed a retreat for men and women who feared having nothing to say tering a good teacher improves the

point. Had they been pushed on the sions must be straightforward. Nevformer, they might have found themertheless, he overlooks a significant selves wrong about that, too—and cause of the emphasis on research: the difficulty of evaluating teaching. It is easy to romanticize that myth-The essay mentions the importance ical time when the true worth of good of book publishing, but not the mensteaching was recognized and rewardurement of good teaching at Colby. ed. Maybe you had to be there to remember how little good teaching there was to go around. I have had

Bowen's opinion that evaluation of

faculty should be consistent with an

institution's mission, and that, more-

over, the standards for merit deci-

"My office door is always open; however, I'm rarely there."

worth printing but hoped that they

nonetheless had lots to say worth

saying. Often, it may surprise Bowen

to hear, they were wrong on the latter

three great teachers in my academic

specialty; one, indeed, was at Colby.

The others both taught at large re-

search universities. They published

by the yard, good and useful books

they did. What they did-not what

they read about what others were do-

ing. The Colby professor whose

teaching I value also did research. In

airness, he published very little of it.

I don't think it misrepresents some

30-cold years of conversation to say

that he felt frustrated then, may still

feet frustrated now, by a system that

did not sufficiently value research

and publication to encourage either.

complex, clusive, and long-lived is-

sues in higher education simplistical-

ly and in a wash of nostalgia. Active

researchers may not produce more

good teaching (as if we are speaking

of something measurable) than those

men and women who view them-

selves as teachers. On balance, how-

ever, I think one's chance of encoun-

more active the teacher's mind, eye,

and pen. I see constant evidence to

support such optimism at my current

university. . . . If Colby now seems

a good place to get an education

(assuming that is what its rising "na-

tional ranking" indicates), is it not

possible that this development bears

some direct relation to the changes

Bowen bemoans? Is it not equally

possible that, by encouraging faculty

research and publication, the college

in fact continues rather than aban-

dons its traditional commitment to

In the interests of full disclosure,

and not because I believe the point to

have influenced this letter, I must

add that I am married to a person

(Colby '65) who is an alumni member

DANIEL TRAISTER
Curator of Special Collections
Van Pell-Dietrich Library
University of Pennsylvania
Dietrich Chiladelphia

of the college's board of trustees.

Bowen deals with one of the most

become better teachers. . . .

As I have followed this issue over recent years. I note that some progress is being made to diminish the subjectivity of determining good teaching. Teaching portfolios are a current fashion for making teaching public. Here is where the work must be done to correct inequities in merit Certainly, some of the alienation at

Colby College and other liberal-arts schools is merely resistance to change. I personally maintain a belief that career growth of faculty as scholar-teachers benefits the stu-William Smialek

Professor of Music Chair of Humanities and Social Scienco Inrvis Christian College Hawkins, Tex.

TO THE EDITOR:

Roger Bowen writes that a college that doesn't place teaching first pays a price for its reputation. . . .

Research and publication do not necessarily subtract from the main goal of instruction. Writing is a means of sharing knowledge, just as oral speech is. Writing, research, and publication should not be ends in themselves. The academic world's myopic perception of presenting ublication and research as antithetical to teaching is detrimental to the profession. Colleges and universities are developers and providers of knowledge. This includes writing and publishing the textbooks other teachers use.

Moreover, the communications industry has radically changed our static view of teaching. One does not need the physical presence of people in the same room to be teaching. To develop a usable script, for example, for a video recording could be both teaching and publication. Similarly, ublishing one's syliabus as a textbook serves a common, dual pur-

How can anyone maintain high teaching standards without engaging in some minimal kinds of research activity? How can any professor sustain instructional competence and currency without engaging in the quest for new knowledge?

Labeling a higher-education institution as merely a teaching college, in my judgment, sends a fragmented message to an institution's varied

constituencies. The new faculty members who have to publish and do required research should not be receiving a different signal from faculty recruiters than the message sent out by recruiters from the undergraduate admissions office. Every higher-education institution must teach. But if they do nothing else but teach, they are no different than the squadrons of TV broadcasters who simply "read" us the evening news. Developing, not just sharing, new information and knowledge is the key to all higher education. A professor's community is also the community of scholars.

DONALD K. SHARPES Professor of Education

Editing history

TO THE EDITOR:

Ralph H. Orth's "The Editors of Historical Papers Should Avoid Bloated Volumes That Take Ages to Produce" (Point of View, May 27) largely repeats, though it never mentions, his previous letter to the editor ("Twain project suffers from 'imperial vision," " March 11). In both, Orth implies that he speaks for a large, scholarly audience, justifiably impatient with the failure of the Mark Twain edition to publish at a satisfactory pace.

The simple truth is that Orth has no real authority as such a spokesman. And his explanation of the "glacial pace" of the Mark Twain edition is simply wrong, both in its "facts" and in his understanding of which facts are relevant to our pace, or the pace of any edition.

Orth is eager to insist that not all editions are "by nature too big and too slow." For examples he cites, among others, the Alexander Hamilton and the Woodrow Wilson editions, as well as the edition of Emerson's journals (for which he "was chief editor for the last three volumes"). For each of these positive examples he gives rates of production: 27 volumes in 27 years for Hamilton: 64 volumes in 26 years for Wilson; and 16 volumes in 23 years for Emerson. (For comparison, these numbers can be expressed as averages: that is, as 1.0, 2.5, and 0.7 vol-

umes per year.) But Orth is less specific about the editions he regards as taking "ages to produce," the Jefferson and the Mark Twain. About the Jefferson he implies that it has taken from "the late 1940's" until now to produce 24 volumes. It would have been fairer to say that 24 volumes have appeared in the 43 years since the first two were published in 1950, for an average of 0.6 volumes per year. . . . At any rate, for Mark Twain, Orth never gives any real figures, but blithely asserts that Letters will not be done "until the middle of the 21st century," or not until 2050. This statement has no foundation in fact. . . .

Orth . . . misstates the actual rate of production for Letters (it is three volumes in four years, not in fivefor a rate of 0.8 volumes per year, slightly better than the rate for Emer son). My own estimate is that it would take another 20 (not 100) years, "almost" 5 (not 32) million tax dollars, and 23 more volumes (for a total of 25, not 60) to finish Lettersprovided we can sustain the editorial staff for it, and provided we do not abandon editing the Works as well. The Mark Twain edition's overall rate of production, which Orth inexplicably fails to mention, is a matter of public record. It stands at 22 vol-

Continued on Following Page

Fixing the Bugs in the Education of Computer Programmers

Continued From Preceding Page

practical people, eschewing formalisms in favor of whatever worked well and quickly. But although their methods worked well for computer hardware, they were less successful with complex software, which became the domain of the mathematicians, largely by default.

One cannot really fault a mathematician for seeing a computer program as a mathematical object. After all, mathematicians see everything as mathematical objects, and rightly so. When mathematicians rigorously consider a program, they may achieve all sorts of insights about the nature of programs, the nature of the problem addressed by the program, and the nature of computation. This is all good, in the same way that any mathematical progress is likely to be a good thing, an augmentation of human knowledge.

However, none of this implies that a mathematical perspective is necessarily the most useful one for the practicing programmer. The derision with which many professional programmers view the formal methods in which they were trained is a strong indication that the training was inappropriate and misdirected.

Indeed, even many established figures in the vond of computer science seem to know that something is wrong. Dissatisfaction with the way that computer science is taught is widespread among faculty members and students alike. In a widely read 1989 article, the eminent computer scientist Edsger Dijkstra rails against what he calls "the cruelty of teaching computer science."

Although Mr. Dijkstra recognizes the inadequacy of the current curriculum, he believes the essential cruelty is that students are being denied the glory of a purely mathematical edu-

cation in computing, in favor of an education that bows too frequently to the practical realities of physical computers and modern programming tools. Alas, the solution offered by Mr. Dijkstra is the only one that is ever likely to be offered by those overly steeped in the mathematical approach to computing: an increased reliance on formal methods and proofs. To the practicing programmer, the situation would be laughable if it weren't so dis-

THE SITUATION has been tolerated, in large part, because of a lack of a better alternative. The students emerging from a typical undergraduate program in computer science or software engineering may not have learned the most useful skills for their chosen career, but they have at least proved themselves capable of mastering highly techni-

cal material. The interesting question, then, is whether the universities might actually be doing something more useful. Is it possible to train young To answer this question, we must either invent seek a model from another discipline. Although the existing paradigms for computer science are derived primarily from mathematics, with a bit of electrical engineering thrown in, are those two fields really the best ones on which to model computer-programming

courses? To ask the question is to begin to answer it. The university is, in fact, filled with alternative teaching paradigms that have much to offer computer science. Architecture, for example,

just in such "formal" methods, they will build only ugly boxes that will blight the landscape, which is, in fact, how some overly "formal" or

"functional" modern architects have behaved. But architects are also trained in aesthetics and the history of architecture and are encouraged to develop their own creative impulses. The architecture curriculum recognizes the need to encompass both science and art. Certainly it has lessons to offer the programmer who must build user-oriented programs that are cost-effective, reliable, easy to use, and well liked. Programmers must understand both the nuts-and-bolts tools at their disposal and

science will develop its own methods and models for training both programmers and remen and women in skills that will actually increase their efficiency as computer scientists? address seriously the difficult questions of a new discipline of computing out of thin air or careful consideration of a wide range of disciplines is it likely that faculties will be able to plagiarism that boggled the mind. It

> Nathaniel S. Borenstein is a member of the technical staff of the Interpersonal Communication Group of Bell Communications Regramming as if People Mattered: Friendly Programs, Software Engineering, and Other Noble Delusions (Princeton University Press.

SOMEWHERE

TO THE EDITOR:

good teaching?

It is easy to concur with Roger

OPINION

Everyone, of course, wants the rate of publication to be better. The only real difference of opinion is about what to give up in order to make it better. So allow me to record that, despite Orth's bluster about "spin doctors" and "editorial overkill," there simply is no basis whatsoever for concluding that his opinion is widely shared by scholars, or even ordinary readers, let alone signed reviewers of the Letters. Indeed, there is a staggering amount of the first volume of Letters could be not differ in kind rather than degree. published (and unpublished) evidence to the contrary. . . Nor is there any evidence that even a few readers share Orth's sour view of "plain text," a method of transcription which most reviewers recognized could, and should, replace the method used by the Emerson journais, which Lewis Mumford dubbed "barbed wire" as long ago as 1968. Orth's views on all these points appear to be uniquely, or "almost" uniquely, his and his alone

It is simply mendacious to suggest that an acceptable rate of publication and overall scope require a "lean and mean" annotation policy. As Orth knows but never says, the pace of the Jefferson edition is really explained by its pioneering status, by the several changes in its leadership over the years, and above all, by fluctuations in its funding. The rate and duration of the Wilson and the Hamilton editions have been more favorably affected by more favorable conditions in these same matters. . . .

The Mark Twain edition is basically no different. As Orth knows full well, the present policy for letters arose out of the policy of the previous general editor, which produced such unreliable results, so weakly annotated and badly transcribed, that

they would have been disastrous for all students of American culture, let alone Mark Twain, had they been published. With the full, and fully informed, consent of the National Ention of the first three volumes in historians will differ from those of anproof, in order to redo them as they cally significant. What seems trivial have now been redone.

blame for the "glacial" progress of sary for future generations to redo the Mark Twain edition, one has to the work of today's editors. That look no further than the fundamental- does not and cannot mean including ly misguided policy of publishing let- every scrap of paper with writing on ters as Orth would have us publish them-"annotated with just enough information to be comprehensible." Such a policy guarantees mediocrity. because it guarantees that the editors

themselves will not truly understand what they are charged with publishing. . . That minimalist approach published in 1988, to uniformly rave reviews, I may add. To adopt Orth's folly I put a stop to in 1982.

ROBERT H. HIRST General Editor of the Mark Twain Project University of California at Berkeley

TO THE EDITOR:

The piece by Ralph H. Orth in your issue of May 27 will leave your readers with some unfortunate misconceptions about the editors and the editions of historical papers. Although he concedes that "a complete edition is desirable" for any figure of the stature of Thomas Jefferson, he takes the Jefferson papers as his prime example of what is wrong with "complete editions."

Let's set the record straight. Every editor knows that there is no such thing as a complete edition in the sense that Professor Orth satirically supposes. Every editor, as Professor Orth surely knows from his own experience, has to exercise judgment about every document that comes before him or her, about whether to take the pains to make the final check include it in toto, whether to summarize it, whether to omit it entirely, whether to annotate it and how extensively. Even in the editions of per-

It is unfair to argue that editors re- To THE EDITOR: senioon which they continue to labor.

Yes, it would be great if the young such as the University of Iowa. had the completed Jefferson papers tal campaign are proud that, seven

sons of the stature of Jefferson there can be no attempt at the kind of completeness that Professor Orth implies. Completeness is certainly an ideal to be aimed at, and editors wish to avoid excluding any document that may shed light on the subject's thinking or on historical events in quires a good deal of soul searching, since one historian or generation of to one may be crucial to another. The If one wants to find a villain to ideal aimed at is to make it unnecesit, but it does mean including a great deal more than the selective editions of the 19th and early 20th centuries.

It means including letters to the subject as well as by him, especially letters and papers to which he responded. The new editions would have no justification for existence if cost us fully 10 years and tens of they were not much more inclusive thousands of wasted dollars before than their predecessors, if they did

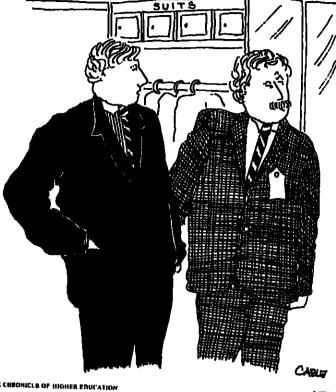
They differ not only in their inclusiveness, but also in their scrupulous views now would simply repeat the adherence to the texts they reproduce. Here the ideal is to reproduce in print exactly what the author wrote in pen or pencil, and here again the ideal is never fully attainable. To translate handwriting into print is a far more complex task than most people (of whom Professor Orth cannot be one) realize.

Every transcription involves judgments comparable to those about inclusion. What modern editors want to avoid is the deliberate or accidental omission or alteration or modernization of words that characterize possible of the quality of the manuscript in transforming it into print.

All this takes time. It actually takes more time to summarize a document than to print it in its entirety. It takes arship. Those "bloated volumes" time to check the final copy for the take ages to produce because they printer against the original manuscript. Most editors work from photocopies of the original, but many editors have found that errors and omissions can result and accordingly against the original, even though it may mean a good deal of travel to

sist "any suggestion that certain categories of documents be excluded, or summarized, or made available on bound book." The John Adams pafilm before their editing and publication in bound books began. All the editions of the papers of the Founding Pathers now in progress (Jefferson, Adams, Benjamin Franklin, James Madison, and George Washi both those already printed and those yet to be printed available on cd-ком (those of Franklin and Washington are nearly have welcomed the CD-ROM publica- of the gift as well as the deferred. tion and are doing the not inconsiderable work required to make it possi-

doctoral candidate of the 1940's had available by the time he was a full years before the Council for Ad-



"I like it. It says 'Tenured, but still publishing.' "

tion, having completed a doctorate in issued their draft standards on gift 1942, and I suppose I am one of the counting, we established clearguish few people who have read every lines for distinguishing various type word of the Jefferson volumes that have since become available. I want to say for the record that I consider those volumes to be worth every minute of the time it took to produce them; and I doubt that they could have been produced in a very much shorter time, though Julian Boyd, an editorial genius, admittedly worked earlier editions, to lose as little as an amore stately puce than most editors. The great editions now under way are, in my opinion at least, the most significant contribution of this century to American historical schol-

are produced for the ages. EDMUND S. MORGAN

Wichita State's capital campaign

Unfortunately, a column published in a recent issue of The Chronicle of Higher Education (Give and Take, microfilm or CD-ROM rather than in a June 10) leaves your readers with only a partial understanding of Wichpers were made available in microita State University's \$100-million capital campaign. A more complete—and thus more credible—description of the campaign would include these significant facts:

I. The campaign goal was set at \$100-million in 1985 recognizing that ington) summarize large numbers of 50 per cent of the goal would be documents. And all the papers in achieved through outright gifts and 50 per cent through deferred-gift vehicles. When the campaign was an-(or summarized), are being made nounced in 1987, this division of gifts was recognized publicly.

2. All gifts, when announced pubready). The editors of the papers licly, identified the outright portion

3. A gift-acceptance policy was approved in 1985 that discounted deble. But neither they nor other responsible scholars consider the table. This was done in order to unverified and unannotated CD-ROM count gifts at a present-day value. text to be a substitute for the volumes This policy was modeled after policles in force at major universities

professor. I almost fit the descrip-vancement and Support of Education

of gifts. ROBERT F. HARTSOOK Vice-President for University Advancement Wichita State Univenity Wichita, Ku

Biological contributions of surrogate mothers

In "An Escalating Debate Ou Research That Links Biology and Human Behavior" (June 24), David .. Wheeler fulls into the trap of genetic determinism that he describes so well. While discussing the 1990 Culifornia lawsuit in which a gestational mother tried to share custody of the child she had birthed with the couple who donated the egg and sperm, he describes the judge's desal of her claim with the words, "The court awarded the biological parents sole custody of the child." But the point is that this particular child has three biological parents. To restrict the term "biological" to the egg and sperm donors and ignore the bloke cul contributions of the woman whose body enabled that fentilized egg to grow into a baby epitomizes the novel appraisal of genetic inhertance as the thing that determine who a person is going to be. This equation of biological with genetical one stroke denies the significance of crucial biological as well as social RUTH HUBBARD

The large volume of letters to the editor of The Chronicle prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

Send them to: Letters 10 the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number.

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AVAILABLE

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firmative Action Employer.

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"I don't eat anything that's been hunted or gathered."

Physics

(2 positions) Vacancy UAC.171

Applicants should have a PhD degree or equivalent and a research

interest in experimental nuclear physics, hyperfine interactions

and materials science or any area of experimental biophysics to

support the emerging programmes in environmental manage-ment and instrumentation at the new Campus.

Geography

(2 positions) Vacancy UAC.177

Applicants should have a PhD degree or equivalent, and exper-

ience of teaching at tertiary level. Preference will be given to

candidates with ability to lecture and tutor a wide variety of

students across a broad range of topics. The topics for the first-

Society, Space and Place, Applicants should indicate their ability

to contribute to one or both of these and to degrees in Environ-

mental Management, Information Technology and International

Geology

Vacancy UAC.176

Applicants must have a research degree in Earth Science at least

at Masters level (preferably a doctorate) with some experience in

some aspect of Environmental Geology and Resource Management. The appointee will be initiating courses within a newly

developed degree structure in which emphasis is on a

year papers are Geography of the Natatural Environment; and

Closing date: 31 August 1992.

Closing date: 31 August 1992.

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liqual Opportunity in Employment is University Policy

Department of Human **Movement Studies** Lecturer/Senior Lecturer in Health Education/Health Promotion (5 year contract)

A suitably qualified person is sought to develop and teach undergraduate subjects, to contribute to postgraduate subjects, and to supervise higher degree students in the field of health education/health promotion. At the undergraduate level the appointee will be required to teach two subjects in both health education and contemporary health issues to BSc students and to BScApp(HMS) students specialising in either exercise management or health and physical education. The appointee will also be required to either co-ordinate and contribute to the new MScSt coursework program in exercise management (if they have an exercise science background) or to contribute to student practicum supervision in health and physical education and to coursework in the MEdSt program (if they have an education background). The appointee will be required to have a PhD and will be expected to develop an independent research program resulting in a strong publication record and a demonstrated ability to utimet both external research funding and postgraduate research students. Previous lecturing experience in a university setting is desirable for appointment at the Lecturer level and essential

for appointment to the Senior Lecturer level.

Solury: Lecturer - A\$41,000 - \$48,688 p.u.; Senior Lecturer - A\$50,225 - \$57,913 p.u.
Further information on the position is available from

Professor Bruce Abernethy, Head of the Department of Human Movement Studies, phone ISD +61 7 365-6241 or fax ISD +61 7 365-6877.

Please forward an original plus seven copies of the application form and curriculum vitae quating Reference No. 31492 to the Director, Personnel Services, The University of Queensland, Qld 4072 Australia.

Closing date: 11 September 1992. Desired starting date: January 1993.



University of Otago Te Whare Wananga o Otago

New Zealand

LECTURESHIP IN ENGLISH

Applications are invited for a Lectureship in the Department of Applications are invited for a Lectureship in the Department of English from candidates who have broad general competence, with expertise in one or more of the following fields: American literature, modern poetry, post-colonial / New Zealand literature. While preference may be given to applicants in these areas, other applications will be considered, and all candidates should specify the range of their teaching interests, as well as their primary and secondary fields of expertise.

The appointee will be expected to teach both at undergraduate and graduate levels.

Condidates should have a completed IND and the control of the con

and graduate levels.

Condidates should have a completed PhD and teaching experience, and in addition to their teaching duties will be expected to pursue, stimulate, and supervise research in their field(s) of

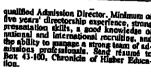
The current salary range is NZ\$37,440 - \$49,088 p. a. with a bar at

The position is available from 1 February 1993, and it is hoped that the successful applicant can assume duties as close as possible to

Further information is available from the Registrar, University of Olago, P. O. Box 56, Duncdin, New Zealand, (Fax (64) (3) 474-1607), with whom applications quoting reference number A92/ 11 close on 28 August 1992.

Equal opportunity in employment is University policy.

Must be able to transform programmatic goals into strategic burioss plan. Reports to Dean. Renare/non-tenure appointment available. Master's degree in relevant field required; carned doctorate strongly desired. Broad experience in leadership/menacement position related to above areas, working with WAN's, LAN's, linkage of school systems to larger salversity systems, distributed management information and decision, support systems, distributed management information and decision, support systems, database





THE UNIVERSITY OF PAPUA NEW GUINEA

PROFESSOR OF HISTORY - W08001/92

The University is seeking a suitably qualified Professor of History to head the Department of History, to offer leadership within the University community, to undertake research and publication and to teach in one or more areas offered by the Department. The History Department offers undergraduate degrees and currently has eight staff and is expanding in a joint agreement with the PNGCC in the area of religious studies. The Department offers a core foundation subject, a number of major subject sequences and single degree subjects. Areas of traditional excellence are Pacific and Papua New Guinea History, European, Asian and North American History. It is expected that the position will be filled by a scholar with an established reputation in one of these areas. Willingness to assume headship of the Department will be favourably regarded. The appointee is expected to take up the position by 1/1/93.

PROFESSOR OF LANGUAGE/LITERATURE - W091001/92

Applicants should hold a PhD in applied or pure linguistics/ literature, with outstanding research and teaching experience.

The department consists of four sections - English, Linguistics, Journalism, and Literature. Experience in developing countries, preferably in the Pacific, and an interdisciplinar outlook will be an advantage.

The Professor is required to provide academic leadership and encourage the recruitment and development of citizen

SENIOR LECTURER/ASSOCIATE PROFESSOR IN PUBLIC ADMINISTRATION - W141002/92

Applications are invited from established senor academics in Public Administration for a three year contract (or for a shorter mutually agreed period) to teach Public Policy and supervise graduate students.

academic leadership in the Department and to encourage the recruitment and development of citizen academic staff.

THE CHAIR OF COMMERCE - W161001/92

The Professor is expected to provide leadership in teaching Associate Professor and research and to ensure that the Department's localisation programme is effectively implemented. Distinguished Lecturer academics and professionals are invited to apply. All areas of specialisation in Accounting will be considered.

SENIOR TUTOR/LECTURER/SENIOR LECTURER IN ESL/APPLIED LINGUISTICS - W091007/92

The successful candidate is expected to teach language skills courses (including E.S.P. courses), Modern English syntax, semantics and sound systems, language testing, ESL course design and materials production etc.

To be appointed at Lecturer level, the candidate must have an MA, for Senior Lecturer, a PhD in ESL or Applied Linguistics, and at least 3 years teaching experience in a developing country; while a BA Honours degree in ESL or Applied Linguistics is essential for appointment at a senior tutor level. T. Iamo Registrar

LECTURER/SENIOR LECTURER IN PHYSICS - W131007/92

applicants should have postgraduate qualification(s) inmoden electronics instrumentation and proven experience in the development of microprocessor based electronics instrumentation. Hands-on experience in computer hardware and software, especially as these relate to IBM PC's, will be considered an advantage. The successful applicant will be responsible for the development of an electronics instrumentation teaching programme in the department up to the postgraduate level. The ability to help teach other under graduate physics courses will also be considered favourably.

LECTURER/SENIOR LECTURER IN POLITICAL ADMINISTRATIVE STUDIES - W141004/92

Applications are invited from suitably trained persons, with at least a Master's degree, to teach Public Administration courses. Please state your areas of expertise when applying.

LECTURER/SENIOR LECTURER IN HAEMATOLOGY - PATHOLOGY - M831002/92

Applicants should be medically qualified with appropriate postgraduate qualifications in Pathology registrable with the PNG Medical Board. Previous good teaching and work experience in a developing country, preferably in the field of Haematology, would be an advantage.

LECTURER IN PHOTOGRAPHY - W961006/92

A suitably qualified Photography Lecturer is required to work alongside the Graphics Lecturer in the graphic Design and Photography Section of the Visual Arts Department. The position offers the challenge of implementing the photography course components of the Diploma in The successful candidate will be expected to provide overall Graphic Design, and offers the course components to suit

> ---- SALARY: ---Professor

- K49955 plus 25% gratuity - K42575 - K46120 plus 25% gratuity Senior Lecturer - K.30595 - K37990 plus 25% graleity - K25160 - K30595 plus 25% grabily - K19805 - K30595 plus 25% gratuity

Note: 1 PNG Kina is approx. US\$1.05

Applications will be treated as strictly confidential and should include a full curriculum vitae, a recent small photograph, the names and addresses of three referees and date of availability. In order to expedite the appointment procedure, applicants are advised to contact their referes to send confidential reports directly to the University without waiting to be contacted. Applications should be forwarded to the Deputy Registrar (Staffing), PO Box 320, University Post Office, Papua New Guinea.

Applications close on the 31st July, 1992

also share responsibility for travel, interviewing attendents, and reviewing administrations applications. Candidates should possess a B.A. degrees (M.A. preferred) and a minimum of four years of full-fline admissions, or closely related, experience. Strong creative writing and oral communications skills are essential. Knowledge of Microsoft Word and PageMaker communications for the communication of the communication which speak directly to the nature of this position to Ms. Jensey Gradual of the preferred and a many supplies of the preferred and a many of the communication which speak directly to the nature of this position to Ms. Jensey Gradual of the preferred and a many supplies of the preferred and a many of the preferred and a suitable candidate is selected. He was a supplication of the preferred and t it ractional database systems also required. Knowledge of College Board Search Service and principles of enrollment management highly desirable. A valid driver's license is required. Salary range of \$22,000. \$30,000, pub shoedits. Applicants should submit a cover letter, rigums, promotional writing sample(s), and three letters of rec-

Admissions: Assistant/Associate Director for Minority Admission, Minard University (Ohio). Title and salary are dependent on qualifications and experience. Provides leadership to the University's efforts to im-



You can send your ad copy to The Chronicle's Bulletin Board anytime!

Admissions: Assistant Director of Admis-sions. The Office of Admissions and En-rollment Management at Eastern Washingto University is seeking quadred applicants for Assistant Director of Admissions. Rotential candidates should possess a minimum of a Bachelor's degree (Mayter's degree preferred); two years of admissions experience or stadent services est perience which a college or university acting. The position involves, but is not immed to, new student recruitment and admissions and the planning, coordination, and production of Admissions publications. Salary. \$22,906.494 Annually. Review of applications will begin July 27, 1972, and will continue until position is filled. Submit letter of application, resume and three games, addresses and phone numbers of references to Selection Committee. Office of Human Resources, MS \$114, Pasters Washington 99004-2496, AAECOR.

prove racial and cultural diversity in the undergraduate student body and increase the number of qualified minurity students. Requires a Hachelor's degree, ability to communicate effectively with all constitution, and willingness to travel: A Master's degree is preferred and successful experience working with minority students in a university setting is stronally desired. Send letter of application, résumé and the names, addresses and telephone numbers is listent Vice President of Eurolinent Servis islant Vice President of Eurolinent Servis (est. Glora Admission Center, Marni University, Onford, Ohio 45056. Screening will continue from July 20 usul selection of the appropriate capidate. Oualified women and minorities are encouraged to apply.

Admissions: Asvistant Director of Admission, résumé and employment miffn.

Admissions: Asvistant Director of Admission, résumé and service individual for the position of the absociate office and associate for increasing alumni recrustment program, configuration college bound program with are the college bound pr

Advertising Public Relations: Department of Communications and Viscal Arts. Biversity of North Florida, anticipates at 1997; operating its Advertising and petit is lattores, tenure-track. Trach kife contain advertising and public relations; ship to trach theory courses in other seasofestable; knowledge of consporter problems prints. Ph. D., three years' problems experience, commitment to understands texperience, commitment to understands texperience, commitment to the public of accomplishment in both. Duellin: Ser tember 25, 1992. Please send letter of special cations; two copies of risuand, three course letters of reference and transcripts in the Shiritey S. Carter, Search Date, Ipartment of Communications and Vistal Arts. 4367 St. Iohan Bluff Road, South, University

BULLETIN BOARD: Positions available



Equal Opportunity in Employment is University Policy

Graduate School of Management

The Graduate School of Management has primary responsibility for postgraduate management education and management research within The University of Queensland. There are nearly 400 students enrolled MBA and a further 160 students enrolled in Off-Campu note Middle Certificate and Diploma programs. There are 30 PhD nudents attached to the School. The Graduate School of Management actively supports the research of its academic staff.

the School has vacancies for the following positions Lecturer/Senior Lecturer in Management

(Position No. 30092)

Applicants are invited for up to two positions in either anisational Behaviour, Human Resource Management und/or ustrial Relations at the level of Lecturer/Senior Lecturer. Lecturer/Senior Lecturer in Marketing (Position No. 30192)

Applicants are invited for up to two positions in any field of recting at the level of Lecturer/Senior Lecturer.

Staff within the Graduate School of Management teach primarily in the MBA program but, as well, lecture some classes at undergraduate level. Applicants would be expected to be able to teach at either level and to be active in research. Opportunities for involvement in nonaward executive development programs can also be provided. The nuccessful applicants will be expected to work collaboratively with colleagues in their discipline. Qualifications:

Applicants must have a PhD or be near submission of their PhD thesis. They must have developed or have the potential to develop a strong research program in their field of interest. Evidence of research based publications or a potential for research based publications is required. Applicants must also have a strong interest and ability to and to supervise higher degree research students. A track record of stracting internal and external research funding will be well regarded, as will practical experience. Salary/Conditions:

The appointments will be initially for a five year term. Reappointment will depend on performance, with a tenure track appointment as one possible outcome. Salary scales are: Lecture -**A\$41,000 -- \$**48,68K;

Senior Lecturer A\$50,225 - \$57,913. Superannuation benefits apply, Relocation assistance available to appointees from outside the greater Bridsanc area. The University has designated the Graduate School of Management as a department where market-related salary loadings may be payable in appropriate

Further information about the positions and the Graduate School of Management may be obtained from: Professor Trevor Grigg, Head, Graduate School of Management, The University of Queensland, Qld 4072 Australia. Phone +61-7-365-6225; Fax +61-7-365-6988. Applications quoting the relevant position number together with

the names, addresses, telephone and fax numbers of three academic referees and a full curriculum value should be sent to the Director. el Services, The University of Queensland, Qld-4072 Australia. The University requires nine copies (original plus eight) of an epplication and curriculum vitae

Closing date: 30 September 1992. The successful applicants would be expected to be able to commence duty as soon as possible but preferably no later than mid-



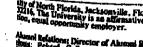
GLUCKSMAN CHAIR OF CONTEMPORARY LITERATURE

Anendowed Chair of Contemporary Literature is being established at the University of Limerick through the munificence of Mr. Lewis L. Glucksman.

Applications for the Chair are invited from those who have already established an international reputation in a field of contemporary European or American literature through general achievements, publications, teaching and research activities.

The endowment of this Chair permits new initiatives in illerature within the University, and the person appointed will be expected. programmes of leaching and research to the highest level.

Applicants should submit a detailed curriculum vitae to the Personnel Department, University of Limerick, Limerick, Ireland, by Friday, 7 August, 1992.



thy of North Florida, Jacksonville, Florida
22(16, The University is an affirmative acion, equal opportunity employer.

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Petersburg, Polyda 37(16)

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THE UNIVERSITY OF AUCKLAND NEW ZEALAND

SENIOR LECTURESHIP IN HEALTH ECONOMICS

Vacancy UAC.178

LECTURESHIP/SENIOR LECTURESHIP IN HEALTH POLICY & PLANNING

Vacancy UAC.179

Department of Community Health - School of Medicine Two Half-Time, Limited Term Appointments

The Department of Community Health has two new half-time positions available for terms of five years. Applicants are expected to hold a postgraduate qualification in Health Economics or Health Policy and Planning and to have had practical experience and significant involvement in major relevant projects. They should have an understanding of key health policy

Economics or Policy or Planning. The person appointed will be required to take part in the undergraduate and postgraduate teaching in the Department of Community Health. He or she will be expected to undertake research in the field of health economics and to provide stimulus and guidance for others undertaking research projects.

and planning issues and strategies and the ability and enthusiasm also to facilitate research, teaching and practice in the range of Health

Closing date: 28 August 1992.

LECTURESHIPS/SENIOR LECTURESHIPS/ ASSOCIATE-PROFESSORSHIPS

Applications are invited for positions in the following disciplines; which may be filled at Lecturer, Senior Lecturer or Associate-

Division of Science - Tamaki Campus

The Tumaki Campus is the second campus of the University of Auckland. It is being developed as part of the University's strategy for meeting the need for University education, particularly in the largest city in New Zealand.

There are three academic divisions - Arts, Science and Commerce - on the Campus. The Science division will offer BSc courses in Environmental Management and Electronic and Computational Physics and a BTech course in Information Technology from 1993.

Biological Sciences

Vacancy UAC.175

Applicants should possess a PhD degree or equivalent in some aspect of Biological Science and a strong research background in population and community ecology with emphasis on the Pacific region in general and New Zealand in particular. Closing date: 31 August 1992.

Chemistry

(Lectureship only) Vacancy UAC.172

Applicants should hold a PhD degree and have a record of teaching and research. In particular, applications are encouraged from persons with expertise in an area of Environmental/Analytical Chemistry which relates to the evolving theme at the new Cumpus. Closing date: 31 August 1992.

Computer Science

(2 positions) Vacancy UAC.174

Applicants should have a higher qualification in Computer Science and have demonstrated abilities in teaching and research. While applications are welcomed from candidates from all backgrounds, priority may be given to those specialising in the data

Closing date: 31 August 1992.

Mathematics & Statistics

(2 positions) Vacancy UAC.173

Applicants should have a doctorate degree and have a proven record of teaching and research in some branch of Mathematics, Statistics or Operations Research. Applications from candidates with interests in Statistics, Operations Research or areas of Mathematics related to Information Technology are particularly welcome.

multidisciplinary approach. A strong background in basic Geological Science and an ability to teach across a broad spectrum of topics is necessary.

Closing date: 31 August 1992.

Closing date: 31 August 1992.

Conditions & Procedures For All Vacancies

Affairs.

Commencing salary will be established within the ranges:

Lecturer \$NZ37,440 - \$NZ49,088 Senior Lecturer \$NZ52,000 - \$NZ60,944 Associate-Professor \$NZ69,680 - \$NZ75,920 Further information, Conditions of Appointment and Method of Application, should be obtained from the Assistant Registrar, Academic Appointments, phone (64) 9 373 7999, fax (64) 9 373 7454,

Three copies of applications should be forwarded to teach the Registrar by the closing date specified.

Please quote the relevant vacancy number in all correspondence.

W B Nicoll, Registrar, University of Auckland, Private Bag 92019, Auckland, New Zealand.

An Equal Employment Opportunity Employer

MASSEY UNIVERSITY

PROFESSOR OF PURE MATHEMATICS Department of Mathematics School of Mathematical and Information

Sciences Applications are invited for a newly-established Chair in Pure Mathematics within the Department of Mathematics. The Department is one of four in the School of Mathematical and Information Sciences which comprises the Departments of Mathematics, Computer Science, Information Systems and Statistics. This Chair

is designed to provide leadership in research and teaching in the more theoretical branches of mathematics. The other established Chair in Mathematics is held by Professor Graeme C Wake who is also currently Head of Department. The appointee will be expected to provide direction

within the Department, University, and in the wider community. Applicants should be distinguished in research in one or more fields of Pure Mathematics and have proven ability in teaching. The appointee will be expected to take a full part in teaching, research and administration and may be expected to serve a term as Head of Department. It is envisaged that the appointee would take up the Chair in 1993.

The Department of Mathematics offers a full undergraduate programme in mathematics including service teaching. Most undergraduate courses are taught both to internal students and by correspondence to extramural students throughout New Zealand and overseas. The graduate study programmes include masterate and PhD thesis supervision - currently for fifteen students.

The University reserves the right to make no appointment or to fill the Chair by invitation. Reference number CHE 54/92 must be quoted.

Closing date: 31 October 1992. Further details of the above position together with Conditions of Appointment are obtainable from Mrs V B Bretherton, Personnel Section, to whom applications, including a full curriculum vitae, and the names, addresses and fax numbers of three referees should be sent before the closing date specified. B.R.H. Monks

Registrar

We are an Equal Opportunity Employer.

Palmerston North • New Zealand Telephone (64) 6 356-9099 Fax (64) 6 350-5615

McNeese State University Assistant Professor Accounting

The College of Business at McNeese State University (AACSB Accredited) the College of Business as McNeese State University (AACSB Accredited) levites doctorally qualified individuals to apply for a tenure track position in accounting at the assistant professor level for fall, 1993. Nine hour teaching load with publications. Nine-month salary depends upon credentials and experience. Candidates must show potential to research and publish in good quality journals. Applications will be accepted until position is filled. McNeese State University is an Equal Opportunity, Affirmative Action Employer. Applicants should submit an official copy of all college transcripts, three letters of recommendation, and a vita addressed to: Dr. Bidon Bailey, Head, Department of Accounting, P. O. Box 91415, McNesse State University, Lake Charles, Louisiana 70609.

Animal/Dairy Science: Professor and Head, The University of Georgia, Animal and Dairy Science Department. Description: This is a 12-month, tenure track faculty position. Intelligent will be expected to administer and coordinate extension, released not tenching programs in cooperation with appropriate extension and research leaders. The department is located at two campuses, the University of Georgia in Athena and the Cooperation. search leaders. The department is located at two computes, the University of Georgic 10 Athers and the Coastal Plant Experiment Station in Tition. Some research and extension faccily are alto assigned to off-campalicotions. The Animal and Dairy Science Department consists of 46 faculty members, approximately 50 support siaf, and 12 graduate stated as. Undergradente encodence in tracking on undergraduation include a Ph.D. in Animal Science, Dairy Science, or a closely related discipline and demonstrated excellence in tracking on undergraduate plants of the professor of the successful candidate must qualify for the rank of the professor wominations and applications. Professor Nominations and applications in the same address in the same and experiment in the successful candidate must qualify for the rank of full professor wominations are encouraged and will be accepted until September 1, 1992. Formal applications, including a current resume, last of publications, other augments and the same, address, and peace number of four references and in the same, address, and peace number of four references and in the same, address, and peace number of four references and in the same address, and peace number of four references and in the same address, and peace number of four references and in the same address, and peace number of four references and in the same address, and peace number of four references and in the same address, and peace number of four references and in the same address, and peace number of four references and in the same address and the same address, and peace number of four references and in the same and the same address, and peace number of four references and in the same and the same address, and peace number of four references and in the same and the same and the same and the same address, and peace number of four references and in the same and the same and the same and the same address and the same and the sa

ment, The University of Georgia, Athens, Georgia 30602. The telephone number is (706)42-1333. The IAX number is (706)42-1827. The University of Georgia is an Equal Opportunity, Affirmative Action Institution.



Academic Excellence in Northern Maine

SEARCH READVERTISED

The University of Maine at Fort Kent Invites application in the faculty position of Peri-Natal/Pediatric Nursing.

RESPONSIBILITIES: Professional duties include 12 credit hour semester load teaching in integrated curriculum of NLN-accredited BSN program, clinical supervising, and participation on appropriate campus and University System Committees. QUALIFICATIONS: Master's in Nursing required; clinical and bacca-

APPOINTMENT: Salary will be appropriate to preparations and qualifications. This is a nine-month appointment and includes excellent health/acoldent/life insurance, TIAA-CREF, and Social Security benefits. Duties will begin September 1, 1992.

UNIVERSITY: The University is a small, coeducational, multipurpos UNIVERSITY: The University is a small, coeducational, multipurpose institution offering bacceleureste and associate degree programs. Located in rural, rustic Northern Maine, Fort Kent has a population of approximately 5,000; the St. John River Valley has a population of approximately 35,000. The economy is dependent primarily on agriculture and wood product industries. The population is largely of French-Acadien and French-Canadian descent, and French is commonly spoken. Transportation to other areas of New England and Canada is available daily via air and bus lines and railway. APPLICATIONS: Applicants should submit curriculum vitae, transcripts, and three references (with addresses and phone numbers) to:

Search Committee Faculty Position in Nursing University of Maine at Fort Kent 25 Pleasant Street Fort Kent, ME 04743-1292 (207) 834-3162

UMFK IS AN AA/EEO EMPLOYER.



University of Waikato Te Whare Wānanga o Waikato

Hamilton, New Zealand

DEAN OF COMPUTING AND MATHEMATICAL SCIENCES

The University of Walkato intends to appoint a Dean of the School of Computing and Mathematical Sciences, the position to be for a term of six years in the first instance. The appointment may be renewed beyond that time on the agreement of both the University and the appointment. The appointment is to be taken up not later than mid-1993. The School offers masterates and doctorates as well as the BCMS degree with 10 streams. The main departments are Computer Science and Mathematics and Statistics. 325 students are enrolled in the School and a large number of students from other schools take courses in the subject areas covered. There are 42 academic and 13 general staff.

The University has seven schools and approximately 9,100 students. The Walkato region is south of Auckland with a temperate climate. The University is in the city of Hamilton, which has a population of over 100,000.

The Dean is required to give academic and management leadership to the School. Candidates are expected to have an established reputation in international scholarship, experience in academic management and administration and an understanding of bi-oultural issues. The appointment will carry the status and little of Professor. The salary range for professors in New Zealand Universities is NZ\$80,080 - NZ\$99,840 per annum.

information on the method of application and conditions of appointment may be obtained from Personnel (Academic Staffing). The University of Walkato, Private Bag 3105, Hamilton, New Zesland (tel. (64.7) 856 2889, fax (64.7) 856 0135). Applications quoting reference number Ag2/35 should reach Academic Staffing by 28 August 1992.

The University welcomes applications from suitable people regardles of race, creed, marital status or disability.

and contributing to program development; non-teaching duties incline student advise-ment, liaison with public schools, and devarianced contributing to professional service activities are expected; carried doctorate in art education with minimum of 3 years* experience at clementary analor secondary required; additional teaching experience at collegate level designable; salary commensurate with qualifications and experience; applicants about automated and professional scrive its required; additional teaching experience; applicants about automated and professional scrive its required; additional teaching experience; applicants about automated and professional scrive its required; additional teaching experience; applicants about automated and professional scrive its required; additional teaching experience; and from the first profession and professional scrive its required; additional teaching experience; and from the first profession and professional scrive its required; additional teaching experiences and the secondary and professional scrive its required; additional teaching experiences and the secondary and professional scrive its required. It is a profession and the first profession and the secondary and professional scrive its required. It is a professional scrive its

speropriate, evidence of professional scivity and 3 jetters of reference to Professor. Chair, Art Education Sally Crain-Lager, Chair, Art Education Sally Crain-Lager, Chair, Art Education Search Committee, Tennessee Technological University, Department of Music and Art, P. O. Box 5045, Cookeville, Tennessee Technological University, Department of Music and Act, P. O. Box 5045, Cookeville, Tennessee Technological University, Department of Music and Act, P. O. Box 5045, Cookeville, Tennessee Serial Seri and will condinue until filed. EEO/AA.

Athletics: Head Women's Track and Field Coach. Appointment Date: September 15, 1992. Salary commensurate with qualifications and experience. Ten (10) month appointment in the Department of Intercollegiate Athletics: (Salary and benefits granged on a 12-month basis). Responsibilities: Head coach is responsible for all aspects of plannian and developing a successful women's track and field program including conching, peruting, greated women and velopment, scheduling, but relations, selection of athlets scholarship recipients, alumni relations, and promotional activities related to the program. Summer sports carriers optiqual, Qualifications: 1) Collegiate optiqual, Qualifications: 1) Collegiate coaching experience or comparable teaching/coaching competitive asperience.

2) Bachelov's degree required; Master's

Athetic Training: Head Athetic Trainer/Instructor. Lake Superior State University is setcing qualified applicants to fill a fullitime (9-month), tenure track position community August, 1992. Pfly-filly John appointment as head athletic trainer and instructor of athletic training. Athletic training responsibilities include all matters that relate to the carp, woffere, prevention, and relate to the carp, woffere, prevention, and rehabilitation of athletic full in the carp, with the carp wi

sibletic physicians. These responsibilities include, but are not limited to, the administration of the athletic insurance program, purchasing and inventory. Qualifications:

Athletic Tof Master of Science Degree in Athletic Degree Degree in A

Brooklyn, New York 1120.

Blology: Tenure-track position at small state university, effective September 1, 1992. Required: Master's degree and additional graduate study in biology: teaching compretence in general zoology. Biologoly, established and cology. Ph. D. and college method experience desirable. Allonoity applications encouraged. Send letter, vita, all cologitariorists, at least three current letters of recommendation by July 31, 1992, to Dean David M. Taylor, Station 23, Livington University, Livingston, Alabama 3479. Incomplate applications will not be considered. Equal Opportunity Employer.

The American University in Cairo

The American University in Catro is recruiting a director for its Deer Development Center. The University enrolls approximately 3,800 degree students and 12,000 non-degree students. It offers baccalaureate degree in most of the traditional arts and science disciplines and several professional fields. Master's degrees are also offered in some specializations.

fields. Master's degrees are also object in some specializations.

The Desert Development Center was established as a small project in 1979 and has evolved into a separate research center that undertakes applied research, demonstration, and training programs related to rural desert development. A unique characteristic of the Center's work is an integrated approach that embraces Idological, technological, and community development, and which includes impated desert farming systems, renewable energy applications and socio-economic studies.

By appreciations and socioes organic socioes.

The Center is supported by funds from the Egyptian government, several foundations, and international agencies. The annual budget fluctuates from year to year depending on funding, but normally it is approximately \$1,000,000 per year. The permanent staff of the Center consists of the fluctor and two other sentor members; the majority of the staff are on project

The Center maintains offices on the University campus in Cairo. A research station in Sadat City (about half-way between Cairo and Alexandria) contains laboratories and training facilities, and is the site of several experimental and demonstration projects. Demonstration farms and orchards are located on 500 feddans (acres) in South Tahtir, about 40 kilometers from Sadat City.

Sadal City.

The director should be a scientist, management specialist, or economic with an earned doctorate and a strong record of research related to development. Experience in arid land or desert development preferred, A strong record of writing successful proposals and obtaining funds from international sources is essential. Excellent human relations and managerial skills are required. Previous work experience related to Egypt or other developing countries is desired. Knowledge of Arabic will be regarded as a plus.

The salary is negotiable within the general range for sentor academic administrators at the University. Excellent fringe benefits are provided, including housing and schooling allowance for non-Egyptian citizens recuited from abroad. The timing of the appointment is negotiable but the successful candidate must be available no later than September 1, 1993.

Applications will be accepted until the position is filled, but preference will be given to those received prior to September 1, 1992. Applications and nominations should be addressed to:

Senior Vice President The American University in Cairo 866 United Nations Plaza Suite 517 New York, NY 10017



Faculty of Agriculture

LECTURESHIP IN BIOMETRY

(5 Year Fixed-Term) School of Crop Sciences Reference No: C27/02

The successful applicant will contribute to undergraduate teaching in biometry and data menagement to Agriculture and Vaterinary Science students, supervise postgraduate students, provide biometrical consuling to research program in spatial analysis, modelling biological systems, experimental design, computing techniques, or statistical theory. Qualifications normally include a PhD and demonstrated excallence in research and teaching. Further information is swattable from Dr. Mick. O'Neill. (61. 2). 892–2764 or Professor Craig Pearson (61. 2). 602. 2529; Fax: (61. 2). 692. 4172, Email. adrience Gestro ucc.su oz.su

flombership of a superannuation scheme may be a condition of imployment for new appointages. employment for new appointers.
Salary: Lecturar Level B A\$39,463 - A\$48,688° p.a.
Appropriately adjusted for fractional appointments.
("lop of salary range unavailable unit 23 July 1991)
Three copies of the applications, quoting reference no., and cumiculum vitae, list of publications and the names, addresses and fax nos., of al least three and no more than five referees to the Assistant Register (Appointments) Staff Office(KO7). The University of Sydney, N.S.W.

and no smoking in the workplace are University policies

Biochemistry: Manhattan. Engaged in ex-tensive laboratory and research to holate carcinogens from culture extracts of funds, involving fungus culture and extraction, purification and identification of colum-naterial, that is linked business two graduate students. As D. or Ph.D. in Biology, Bio-chemistry or Physiology and also month; experience required. Position requires ex-

BULLETIN BOARD: Positions available

SHAW UNIVERSITY

Applications for the following faculty positions are invited;

Builtess Administration or Business Management—Assistant Professor.

BAS or PLD. degree with at least 18 graduate semester hours in Business

BAS are acquired. Management Justice—Assistant Professor. Ph.D. degree in Crimi-criminology/Criminal Justice and appropriate teaching experience required.

Economics—Assistant Professor. Ph.D. degree with a minimum of 18 graduate sensiter hours in Economics required. RE SCHRENKE ASSISTANT Professor. Ph.D. degree in English preferred, but appli-English—Assistant Professor. Ph.D. degree in English preferred, but appli-ants with Master's degree and a combination of French and English will be

international Relations—Assistant Professor. Ph.D. degree with a minit of 18 graduate semester hours in International Relations required. Assistant Professor, Ph.D. in Mathematics/Applied Math

Assistant Professor. Ph.D. or ABD in communications or Media Generalist — Assistant Profession of two years' professional/college level teach-mated fields with a minimum of two years' professional/college level teach-mated fields with a minimum of two years' professional/college level teach-mated fields with a minimum of two years' professional/college level teach-mated fields with a minimum of two years' professional/college level teach-mated fields with a minimum of two years' professional/college level teach-mated fields with a minimum of two years' professional/college level teach-mated fields with a minimum of two years' professional/college level teach-mated fields with a minimum of two years' professional/college level teach-mated fields with a minimum of two years' professional/college level teach-mated fields with a minimum of two years' professional/college level teach-mated fields with a minimum of two years' professional Recreation—Assistant or Associate Professor. Ph.D. degree in Community Recreation or Therapeutic Recreation preferred, but applicant with Master's degree with teaching experience will be considered.

Spanish—Assistant Professor, Ph.D. degree in Spanish preferred, but appli-cans with Master's degree and a combination of Spanish and English will be

peed -- Assistant Professor. Ph.D. degree preferred, but Master's degree will

Audiology—Instructor. Master's, CCC-A and eligibility for North Carolina kensur required. Major emphasis is clinical teaching and clinical supervision of undergraduate students in a pre-professional program. English Education—Assistant Professor. Ph.D. degree in English Education

Send curriculum vitae and three letters of reference to:

Dr. McLouis Clayton Vice President for Academic Alfairs Shaw University 118 East South Street Raieigh, North Carolina 27611-9298

The Veterans Affairs Medical Center PHILADELPHIA

University of Pennsylvania School of Nursing Amounce the availability of a full time VA Nurse-Faculty position

himory responsibilities include teaching medical-surgical nursing to undergraduate students at the University of Pennsylvania School of Nuning and advancing nursing practice at the Philadelphia VAMC.

Qualifications for appointment to this position:

Doctoral preparation preferable

 MSN in medical-surgical nursing required Documented evidence of success in clinical

and teaching roles One year appointment with potential for renewal

Send vita to: Patricia Shepherd MSN, RN Associate Chief, Nursing Service for Education (118)
Philadelphia YAMC
University and Woodland Avenues Philadelphia, PA 19104-6096

TEL (215) 823-5854 FAX 823-6054 Position available September 1, 1992 An Equal Opportunity Affirmative Action Employer

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Business Education: Instructor Columbus Technical Institute, Cohambus, Georgia, is seeking individual with a Master's Degree from an accredance college or university in one of the following fields: Business Education, Secretarial Science, or Business Administration, with 18 secretar or 30 quarter graduate credit favors in Accounting or Computer Technology. Applicants with a Master's degree with a major in Ac-

David L. Rike Professor of Marketing Wright State University

for the David L. Filke Chair of Markeling. The Rike Chair provides a attractive combination of salary, banelits, Lavel, and support.

The Rike Chair holder is expected to have and melintain a superior level of research and leaching, to develop conferences/seminars, and to be highly visible in the university and business communities. A doctorate in marketing is required. Fut or associate professor rank. Beginning date September 1, 1993.

Wright State University has a subur campus in a metropolitan area of campus in a metropolian area of hearly one million, il hes over 17,000 students with approximately 2,700 in the College of Business and Administration. The college is AACSB accredited at both graduate and undergraduate levels.

The Department of Marketing consists of eight full-time faculty positions, including the Rike Chair, and offers both a baccalaurents and M.B.A.

Application closing date: December 1, 1992, or until position is titled. Send latter of application and current vits to Chair, Rike Professor Search Committee, Department of Marketing, 268 Rike Hall, Wright State University, Dayton, OH 45435.

Wright State is an equal opportunity/ affirmative action institution. Wright State University Daylon, Ohio 45435

The University of

Notre Dame has an opening in the Depart ment of Management for a Professor to teach Operations Man agement, Production or MIS. Rank and salary will depend on qualifications. A Ph.D. in a related area is required. Please forward a resume to Chairman, Department of Management University of Notre Dame, Notre Dame, IN 46556. The University of Notre Dame is an equal opportunity, affirmative action employer.

Search Reopened

The Professional Writing Division is now accepting applications for the senior-level position of Chairperson. The Chairperson reports to the Offices of the Dean of Faculty and Curriculum and is a member of the President's Council. This is a twelve-month position.

The Division includes six departments: Commercial Arranging, Composition, Film Scoring, Harmony, Jazz Composition and Songwriting. The Division offers over one hundred different courses by sixty-eight faculty members serving over three hundred students enrolled in its various majors. The Harmony, Arranging and Composition departments, additionally, offer required courses for all of the College's 2600 students, including courses in conducting, counterpoint, traditional harmony, jazz/pop harmony, arranging and music history.

Chairperson

Reporting to the division chair are six department chairs, two assistant department chairs and a four-person office staff. As a senior academic leader, the division chair is expected to provide vision and leadership for the college's second largest division. The successful candidate's previous experiences and ongoing activity in the writing profession should enable him/her to evaluate the changing demands for writing professionals and relate the impact of those demands to the effectiveness of the division's programmatic offering; establish appropriate goals for the division; develop annual division budget requests; recruit and maintain faculty for effective divisional teaching; and with the advice of the department chairs and faculty, formulate divisional policies, procedures and standards. isional policies, procedures and standards.

The successful candidate must possess; solid musical education as evidenced The successful candidate must possess: solid musical education as evidenced by an earned advanced degree and/or equivalent professional training; demonstrated skills in leadership, management, evaluation and planning in an educational setting; strong and effective communication and interpersonal skills; established credentials as a composer and/or arranger, teaching and/or administrative experience in a college setting; familiarity with technology as it related to professional writing; ability to identify and establish appropriate musical and educational direction; a broad stylistic musical orientation; critical understanding and an acceptance of diversity in contemporary (jazz, rock, pop, concert) music forms; and a proven commitment to excellence appropriate for senior level leadership in a division whose educational mission is practical training in arranging and composition for today's professional music practical training in arranging and composition for today's professional musician. Salary commensurate with qualifications.

Berklee College of Music is a private four-year institution with an educational mission of practical career preparation in the various styles of today's professional music world. The 300 or more internationally respected faculty work with 2600 students from 75 countries and the U.S.

Please send resume, three letters of recommendation and any supportive background materials with letter of application by October 15, 1992 for an August 1993 starting date or sooner if the chosen candidate is available. incomplete applications will not be considered. Women and minorities are encouraged to apply.

Send all materials to: Professional Writing Chair Search Committee Dept. C Office of the Dean of Faculty Berklee College of Music 1140 Boylston Street Boston, MA 02215

An Equal Opportunity Employed

COLLEGE OF MUSIC

Southern University Baton Rouge, LA

Electrical Engineering Department

Associate Professor, Ph.D. in Electrical Engineering is required. Demonstrated expertise in analog & digital network filterhystem analysis and design. Appuintment date is 8/13/92. This is a 9 month tenure-track appointment. Salary is negotiable. Application deadline is July 25, 1992 or until position is filled. Submit letter of application, résumé, transcripts, and three references to the following address: Chairman, Electrical Engineering Department; P. O. Box 10126-SUBR; Baton Rouge, LA 70813-0126. Further info call (504) 771-5292. Southern University is an Equal Opportunity, Affirmative Action Employer and encourages applications from women and minorities.

counting or Computer Technology may also apply. Must be able to teach microcomputer classes (DOS, WordPerfect 5.1, Lotus 1-2-3, dibase 1V), legal and general office procedures, accounting, and typing classes. Applicant should be personable, professional, and possess good oral and written communications shalls. Salary range: \$30,000.590,000, dependent on degree and experience, plus excellent state benefit package. Staring date is Couber 1, 1992. Position will remain open until filled. Submit resume, official transcripts of all college coursework, and three letters of recommendation to Fred Chamberdain, Vice President, instructional Services, 928.

Susiness/Management: Graduate Faculty
Department heads (4), new MBA program—Management, Markeling, Economica, Accounting/Finance; one immediate,
Graduate teaching experience and enterprise orientation mandatory. Write Dean of
Graduate Studies, Northwood institute,
3125 Couck Road, Midland, Michigan
48640-2398.

Career Services: Director, Career Development and Flacement, University of Rediands. We are searching for an administrator to manage and direct all programs and services related to professional placement, recruiter development, career exploration, and internablips for iradilogal age college students as well as non-traditional age students as well as non-traditional age students as well as non-traditional age students as well as developing programs and spassandar workshops required. Send cover letter, résune with salary history, and the numes, addresses and phone numbers of three professions.

Chemistry/Research: East-coast research institute seeks associate research scientist to conduct basic research in biographic chemistry which involves 1) biographics and mechanistic enzymology of secondary metabolites produced in the affator in patients.

sional references to: University of Red-lands; Human Resources Center; 1208 East Colton Avenue; P. O. Box 3080; Redlands, California 92373-0999. Attention: Director,

Chaplain Wayland Academy seeks a Chaplain to the 1992-93 academic year. The Cappian is responsible for the weekly chapel services, the spiritual direction of the Academy, and the teaching of two courses in religion. The successful candidate will hold a graduate dense from an accredited institution, Letter of application and resume should be sent to Dr. William and Captile Description of the Academy and the secret of the Academy and the successful candidate will hold a graduate dense from an accredited institution. Letter of application and resume should be sent to Dr. William doctoral experience is required. Must have application of the above disconting the property of the state of the property of the pr

Wisconsin 33916.
Chemistry: Chemist, Organic—Manhatian. For attely of drug-DNA interactions, asparation and characterization of antitumor metabolites, heanical linkage between DNA and cancer drugs by HPLC. TLC, electropheretic sel, NMR, UV and mass spectroscopies, non-covalent affinity of drugs to DNA and enzyme-catalytic kinetics of drugs. Computer modeline of interactions of DNA with drugs. Muster of Science in Organic Chemistry. I year of experience required. Position requires demogratized record of independent research in the areas of bloreductive alkylnting properties of mitomyctins and the study of the son-covalent binding of mitomyctins to DNA. 40 hour week, \$13,316 per argum. Send tetter or resumb in duplicate to BWF 1916, Room \$01, One Mais Street, Brooklyn, New York 11201.

UNIVERSITY OF ARKANSAS AT MONTICELLO

ASSISTANT/ASSOCIATE PROFESSOR OF EDUCATION

Department of Education

The University of Arkansas at Monticello seeks applicants for a tenure track position in Elementary Education. Applicants must have earned a doctorate in curriculum and instruction, have three years' recent teaching experience, and be prepared to teach broadly in elementary education at the undergraduate and graduate level including children's literature and supervising students teachers. Salary and rank depend upon qualifications. Review of applications begins July 27, 1992. Send letter of application with names and telephone numbers of three references to Dr. Cocil Haywood, Head, Department of Education. P. O. Box 2551 UAM, Monticello, AR 71656.

AN EEO/AA EMPLOYER

and resume should be sent to Dr. William O. Ellis, President, Wayland Academy, [01] North University Avenue, Beaver Dun, Wisconsin 53916.

Chemistry: Chemist, Organio—Manihalian, For study of drug-DNA interactions, separation and characterization of natitumor methodites, chemist i linkage between DNA and cancer drugs by HPLC. TLC, electrophoretic sel. NMR. IV and mass spectroscopies, non-covalent affinity of drugs to DNA and susyme-catalytic kinetics of drugs. Computer modeline of interactions of DNA with drugs. Master of Science to Organic Chemistry. I year of experience required, Position requires demonstrated record of independent elevants.

ciplines and 4 years of current/relevant experience. How to apply; application, résumé, transcripts of college/university work and three
letters of reference. Reference/former employers will be contacted. Applications
should be malled to the Office of the Frestdent, TAVS, P. O. Box 1143, Tucumeart,
New Mexico 88401; (305) 461-4413. TAVS
is an EBOC/AA employer.

Child Education/Family Studies: Instructor. Rosilion starting Fall 1992 at Urah Vailey Community College in Orem. Requires graduation from an accredited coalege or university with a master's or doctorate degree in early childhood, elementary education with emphasis on K-3, curriculum development, or a closely related area plus two years of full-lines, pald kindergarten teaching or closely related professional experience. Application must have qualified for a State approved elementary education credential and an early childhood education endorsement. Application deadline is July 27, 1992. For application and information, contact Personnel Services, 1801/22-2000 extension 8207. UVCC is an accredied community college serving 9,000 students. AA/EOE.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT **FULLERTON COLLEGE GEOLOGY INSTRUCTOR**

Fullerton College is seeking instructors who represent the multi-cultural diversity of our students and community. Our reputation for academic excellence is dependent upon hiring professional staff who share our commitment to quality education and to providing a well-rounded experience for every student.

Applications are currently being accepted for the following faculty

Geology Instructor 100% First-Year Tenuro Track Contract Deadline for applications: August 10, 1992

The filling of this position is contingent on available funding. Located in Orange County, 40 miles southwest of Los Angoles, Fullerton College is part of the North Orange County Community College District serving 18 cities in 16 school districts.

The NOCCCD offers a generous benefits package, which includes health insurance and competitive salaries. We are committed to Affirmative Action and enthusiastically encourage applications from qualified women, minorities, and disabled individuals. If joining our faculty interests you, please call or write for an applica-tion. All materials must reach us by the deadline date of August 10,

North Orange County Community College District Office of Human Resources 1000 North Lemon Street Fullerton, CA 92632-1318 Phone: (714) 871-4030 FAX: (714) 738-7853

STLAWRENCE UNIVERSITY

Visiting Assistant Professor of Philosophy. One year replacement with possible renewal up to three years. Beginning Fall, 1992. Six courses/year. Must be able to teach introduction to Philosophy and a historical survey of ethical theory. It is dealrable but not required that applicants also be able to teach a historical survey of epistemology. Upper level courses to be arranged, but the department is interested in expending its offerings to include topics not regularly offered, including feminist philosophy and non-Western philosophies, Ph.D. preferred. Evidence of engaging teaching essential. Salary competitive. Send application and supporting materials to:

Dr. Baylor Johnson Chair, Department of Philosophy St. Lawrence University Canton, NY 13617

Committee will begin reviewing materials on July 26, 1992, but search will remain open until filled.

St. Lawrence University is committed to lostering multicultural diversity in its faculty, staff, student body and programs of instruction. As an Equal Opportunity, Affirmative Action employer, we specifically encourage applications from women, minorities and persons with disabilities.

FACULTY POSITIONS

East Arkanees Community College anticipates openings beginning August 10, 1992, for the following instructional positions. The positions are subject to funding approval.

funding approval.

CRIMINAL JUSTICE FACULTY: Master's degree in corrections and/or law enforcement desired. Individual with Barbelor's degree and significant experience in corrections/law enforcement may be considered.

COMPUTER SCIENCE FACULTY: Master's degree and significant experience in computer science with microcomputer experience desired. Individual with Master's degree in related sea with appropriate microcomputer experience may be considered. Each position requires a strong commitment to effective teaching and the philosophy of the community college, and the shillty to work with a wide range of students. Thereing experience at the community college level is desired. Duties include teaching a 15-bour course load each sensester (including day and evening classes), student advising, service on college committees, and office hours. Salery is based upon faculty salary scale. To allow for college District.

Review of applications will hear a law 4 and a real way of applications will hear a law 4 and a real way of applications will hear a law 4 and a real way of applications will hear a law 4 and a real way of applications will hear a law 4 and a real way of applications will hear a law 4 and a real way of applications will hear a law 4 and a real way of applications will hear a law 4 and a real way of applications will hear a law 4 and a real way and a real way of applications will hear a law 4 and a real way and a real way of a point of the control of the control

Raview of applications will begin july 24, 1992, and continue until positions are filled. For an exceptional candidate, the beginning date may be postponed until january, 1993. Applicants should submit a letter of application, résumé, and copies of transcripts to: East Arkanass Community College, Personnel Office, Forrest City, AR 72333-8598. An EACC application form will be mailed to each applicant upon receipt of the résumé. EACC is an AA/EOE EMPLOYER.

Computer Sciences Paculty position in filiah Performance Computing, Florida State University Department of Computer Science seeks to fill a tenure-track Assistant or As sociate facethy position. Qualifications: Ph.D. in Computer Science or Mathicus Ph.D. in Computer Science or Mathicus Ph.D. in Computer Science or Mathicus attorner seems of the computer Science or Mathicus (Pamille). Story 1 distributed processing). Salary range \$46,000-\$38,000, \$2nd letter, vits and napses and addresses of the references to Dr. R. C. Lacher, Charle, Department of

Computer Sciences McKendree College seeks a full-time computer according for a populou at the assistant professor level, positive and seeks as full-time computer for the second professor level, positive seeks and tochred support for for instructional analyse administrative computer sciences. The solid professor for full confessor for the second puter science and technique support for a full confessor for the second puter science and according to the second for the second puter science and a clear of a police-tion, resume, and three letters of recomputers.

Computer Services Computer Support. Pull time, 12 month position (Bate Processing Information Center Specialist II). Salary is \$20,292-51,644 dependent upon education and experience. BU783 health benefits included. B3 degree in related discipline reasulted mustar's preferred. Buck.

cipine required, master's preferred, Buckpround is networking and software including word processing, data base and spreadsheet applications. Excellent communication skills and related experience is a medium sized organization or institution of
higher education. Possibility of some
experience. Revet upon qualifications will beexperience. Review of applications will begin immediately and continue smill position
is filled. Subusit jetter of application and
rounds with names of references to: Dr.
Joseph P. Callahan, Vice Prasident for Acnations. Affairs, Dickinson State Universiby, 291 Camping Drive, Dickinson, North
Dakota 36601-4896. AA/EOK.

Coussellas: Contractor substants.

ESL/EFL INSTRUCTORS/ MATERIALS DEVELOPERS

Openings for September 1992

Position Description: The BUEC offers a one-year preparatory program for all students entering the UAE University. The program includes an intensive EFL component to provide students with the basic English-language skills they will need at the University. The project offers excellent opportunities for quiffed ESL/EFL teachers/materials developers who wish to be involved in an exciting teaching program and in ongoing materials preparation and program development.

gram development.

Responsibilities: Positions for men and women involve teaching and responsibilities in the areas of materials development, testing, CALL, multimedia or video production, for use in EFL programs.

Qualifications: MA in Applied Linguistics, TESL/TEFL or related field, with 3 years' teaching experience preferred. Significant experience in one of the areas of responsibility referred to above. Overseas experience an asset.

Salary/Benefits: Competitive salaries depending on experience and qualifi-cations, Free of UAE taxes. Housing, utilities, furniture allowance, educational allowance for children, shipping allowance, free medical care, and annual repatriation will be provided. Two months of summer vacation OR the possi-bility of additional teaching with additional pay.

Send résumé, letter of application indicating date of availability, copies of references with telephone contact numbers to:

Dr. Ali A. Al-Sharthan
Director of the Basic University Education Center
P. O. Box 17172 (English Unit)
Al Ain, United Arab Emirates
Fax (971-3) 658 443

APPLICATIONS SHOULD BE SENT BY FAX OR COURIER SERVICE BEFORE AUGUST 1, 1992.

SCRIPPS COLLEGE Claremont, California 91711

NON-TENURE TRACK POSITION IN INTERNATIONAL RELATIONS

Scripps College is a Humanities-oriented women's college in the Claremont Colleges Cluster. Non-tenure track position in International Relations, to start Fall 1992. Seeking a person broadly trained in Political Economy, who also has a firm grounding in a world region, with preference for Western Europe or a Third World area (Ph.D. preforred). Teaching load is five courses, including Introduction to International Relations and courses in the person's specialty; additional joint responsibility for Senior Seminar. Superior teaching abilities and commitment to working closely with undergraduate women required. International Relations is a substantial major at Scripps College, with intense student interest. The collegial environment of the Claremont Colleges is outstanding. Applications, including curriculum vitae, graduate school transcript, letters of recommendation, and a sample of scholarly work, will be accepted until the position is filled. Send applications to Donald Crone, Dean of the Faculty, Scripps College is an equal opportunity, affirmative action employer which strongly invites and encourages applications from women and minorities.

LAREDO STATE UNIVERSITY

Graduate School of International Trade and Business Administration

POSITIONS AVAILABLE IN FALL, 1992

Management / International Management Marketing / International Marketing Finance / International Finance

Candidates with doctorates in the respective fields are preferred. Applicants who are bilingual in English and Spanish would have a decided advantage. Laredo State University, a campus of the Texas A&M University System, is an equal opportunity employer located on the Texas-Mexico Border. The Graduale School offers MBA's in international Trade, international Banking, and

Fax curriculum vitae to Dr. Khosrow Faterni, Dean, (512)725-3348. Tele-phone: (512)724-6429.

mont Center, James Madison University. Responsibilities include assessment, individual and group therapy, consultation and outreets with attidents with alcohol/substance abuse concerns. The counselor will work closely with the Health Center and Health Educator. Responsibilities also include general personal/social/emotional include general personal/social/emotional counseting, crisis intervention, outreach and training with the college population, Minimum of a Master's degree in counseling or related field, training and experience in substance abuse work and ilcensed or locase eligible in Vingola required, Send letter of application, vita and three letters of recommendation to Ms. Torgas Gochenour, Program Support Technicias, Counselius and Student Development Canter, James Madison University, Harriscoburg, Virginia 22807. Aprileation deadling is August, 1992. JMU is an EO/AAE employer.

pround is networking and software include has word processing, dain base and spread-sheet applications. Excellent communication at fails are related experience in a median size of relations of institution of higher education. Possibility of some teaching dependent upon qualifications and experience. Review of applications will be girl immediately and communication of continuous of size of the size o

Counseling: Clovis Community College will accept applications for a Counselor through July 24, 1992 at 4:36 p.m. Send a resume, transcripts, and three recent references to the Personnel Office, Clovis Community College, 417 Schepps Boulevard, Clovis, New Mexico 88105; telephone 505-769-4033 or FAX 503-769-4190.

Counseling/Academic Advising: Fordham Undversity, Higher Education Opportunity Program. Two positions available. Starting date September 1, 1992. J) Academic Skills Coordinator: Responsibilities include monitoring the academic programs of University and Control of the Control

HEOP. Courdinates all aspects of HEOP tutoring program and will teach in the HEOP Summer Program. You will recruit and assign tutors to program students and coordinate academic wurkshops to enhance their mathematiculanalytical skills. Assist in the preparation of state reports. A Master's degree is required and prior academic coursework in Liberal Arta/Science and Business curriculum is a must. The report of the recommendation to Dr. dary Entre, there are considered to the recommendation to Dr. dary Entre, there are the recommendation to Dr. dary Entre, and Dr. da

Virginia Polytechnic Institute and State University (Virginia Tech)

The Chronicle of Higher Education • July 15, 16,

The R. B. Pamplin College of Business

Department of Marketing

Robert O. Goodykoontz Professor

The Department of Marketing in the R. B. Panplin College of Bostoness invites applications and nominations for the Robert O. Good-koontz Professor. Candidates should have an established record scholarly research and effective teaching, have a declarate in an sor at Virginia Tech.

Salary and benefits are competitive. The anticipated date of a pointment is August 15, 1993. The search will remain open until position is filled. Reviewing of applications will begin in November

ations and applications should be sent to:

1)r. Ruth Ann Smith, Chair
Search Committee
Dopartment of Marketing
Tho R. B. Pamplin College of Business
Virginia Polytechnic Institute and State University
Blackshurg, VA 24061-0236
(703) 231-6949

Associate Professor in

Conflict Analysis & Resolution

The Institute for Conflict Analysis and Resolution at George Mass University seeks an Associate Professor in the field, for appointments early as September 1992. Tenure negotiable. Salary commensura with qualifications and experience.

The successful applicant will participate in the Institute's researched teaching programs at master's and doctoral levels and in the new to plied Practice and Theory Program. He or she will have an impostate to play in the Institute's system of student advising and butter.

Applicants from all relevant aspects of the field will be considered. Important qualities for applicants include a central interest a theoretic development, demonstrated by publications in that area, togother is substantial teaching experience in the field of conflict analysis. The position is available from September 1992. Applications from women and minorities are strongly encouraged. Applicant should be ward a letter of application, a curriculum vitae, two exampler of near publications, and the names, addresses and phone numbers of the referees. In order to ensure full consideration, all materials must be received no later than August 17, 1992.

Dr. Christopher Mitchell
Director
Institute for Conflict Analysis & Resolution
George Muson University
4400 University Avenue
Fairfus, Virginia 22030
Ted. (2020 00): 1000

Tel: (703) 993-1300 Fax: (703) 993-1302

MARY BALDWIN COLLEGE

ADULT DEGREE PROGRAM

FACULTY ADVISOR, BUSINESS

The Adult Degree Program of Mary Buldwin College, an innevative and riggree external baccaloureats program for milules, seeks a faculty advisor for its region conter in Ruancke, Virginia.

QUALIFICATIONS: Candidates for the position should have either the Milatella diegroe, leaching experience at the collegiate level, and an expressed interest working with adult students.

RESPONSIBILITIES: The autorescul candidate will provide academic advises a students makering in a variety of disciplines, provide individual and small group instruction in finance and accounting, and participate as a member of the feeding Mary Boldwin College, located 60 miles north of Reanoke in Stauton, Vigidal Appl 16 447104 (2016)

Mary BRIDWIN COINER, IOCATED 90 miles north of Kirnose in Statuting, "APPLICATION INFORMATION: This is an 11 month faculty position, to help by 1, 1993, with opportunities for part-time teaching in the 1992-83 academic resident review will begin August 1 and continue until an appointment is make interested candidates should bend an application letter, resume, transcipt, and thrue letters of recommendation to:

DR. PAMELA J. RICHARDSON COORDINATOR, ROANOKS GENTER MARY BALDWIN COLLEGE, ADULT DEGREE PROGRAM 920 SOUTH JEFFERSON, SUITS 209 ROANOKE, VIRGINIA 24016

Mary Baldwin College is an affirmative action, equal opportunity employed

Virginia Polytochnic Institute and State University is an Affirmative Asia Equal Opportunity Employer. The University takes its affirmative actions sion seriously and is especially interested in receiving applications.

Nominations and applications should be sent to:

Florida Memorial College

15800 NORTHWEST FORTY-SECOND AVENUE (LEJEUNE ROAD)

Salary: negotiable, excellent fringe benefits.

Deadline for applications: July 31, 1992. Send letter of application, resume and three references to Dr. M. A. O'Ranner, Acting Vice President for Academic Affairs.

Florida Memoral College is an EEO/AA employer and encourages applications from women, Blacks and other minorities.

School of the Arts Writing Division

The School is conducting a search, anticipating the retirement of Robert Towers in June 1993, intended to bring to the Division at least one new member of the resident (i.e., not adjunct) faculty. Strongly urging applications from, or normalitions of, women and members of minority groups, the search committee will consider all candidates, without prior determination of professorial rank or of field among the concentrations taught in the Division—fiction, nonliction, poetry, and translation. If is expected that the person(s) appointed would join the faculty as of July 1, 1993, but it is possible that the starting date will be January 1, 1993, If a successful applicant wishes it. It is also possible that the Towers "line" will be divided into two halftime positions, again depending on the circumstances and preferences of the successful applicant(s). The matter of tenure status will be determined during the search process

Further details of the School, the Writing Division, the positions available, and procedures to be followed either in applying or in nominating, may be obtained from: The Chair, Writing Search Committee, Office of the Dean, School of the Arts, Columbia University, New York, New York 10027, to whom applications and nominations must be addressed. The deadline for ubmissions is September 30, 1992.

Columbia University

Columbia University is an Equal Opportunity/Affirmative Action Employer.

Food and Beverage Management

facilty Podition: Tenure-track faculty position in the area of Fond and Beverage Massgement, School of Hotel Administration, Cornell University. Management, should be the Responsibility will involve leaching core course in both the undergraduate and graduate curricula, in addition to developing and teaching elective courses in the area. Other responsibilities include regards and publishing, monitoring graduate research, performing proprutimate that graduate is administrative and advising functions in addition to serving on School

commissions. Ph.D. degree in hotel and restaurant administration, or a related field appleared upon entry into the position; established teaching record at the college or university level; related industry experience required. Applicants with a MS degree would be required to obtain a Ph.D. degree at Curnell University or other institutions prior to the granting of tenure

Starting Date: August, 1993. Rule and Salary: Professorial rank on tenure track: rank and salary negotiable; the month term affords the opportunity to conduct research and sentiants and to consult; Cornell'a employee degree program provides a tailion water for the applicant who must acquire a Ph.D. degree prior to the granting of tenure. halkation One of nine colleges/schunks at Cornell University; approximately 650 and one of nine colleges/schunks at Cornell University; approximately 50 full-time faculty members

Contacts Send letters of application, resume, and names and addresses of three references to:

Dr. Michael H. Redin Associate Dean for Academic Affoirs School of Hutel Administration Cornell University Ithaca, NY 14853-6602

CORNELL

HUMANITIES/FINE ARTS INSTRUCTOR

RESPONSIBILITIES: To teach Humanities/Introduction to Fine Arts.
May also have teaching assignments in English or Philosophy.
QUALIFICATIONS: Masters degree in the Arts, Humanities, or related
field, plus teaching experience at the college level.

THE POSITION: This is a temporary one semester appointment effective August 21 through December 18, 1992. Salary commensurate with qualifications and experience. Liberal benefit package available including balls, dental, Hie, TIAA/CREF retirement, and income protection plan. TO APPLY: Send cover letter, resume, copies of transcripts and the names.

Microsco and phone numers of at least three professional references to Personnel, Westark Community College, P.O. Box 3649, Fort Smith, AR 72913.

REVIEW OF

REVIEW OF APPLICATIONS WILL BEGIN IMMEDIATELY AND WILL CONTINUE UNTIL THE POSITION IS FILLED.

AA / EOE

Dean Inditional Chinese medicine uni-versity, Applications are invited for the po-sition of Dean. Considerations require me-courth business, seademic and administra-tic experience. Applications must include by negations. Apply to Vo Sam Universi-it of Inditional Chinese Medicine. Board of Ductors, etc. Dr. Dan NJ, 1314 Second Spott, vo Sam, Santa Mosciez, Calsfornia Appl., vo Sam, Santa Mosciez, Calsfornia Action, Equal Opportunity Employer.

often, Kenneky 42101-3376. Women and minosites encouraged to apply. Affirmative Action, Egmai Deportunity Employer.

Data Processing: Director. Requires mirror degree in computer information science, sugargement information systems or estated disciplines and at least three years than in 1BM mainframe environment. Salasposical 724,00-300,000. Submit letter of fraction, and telephone numbers of three francist Affairs, Troy State University at 1804, Review of 3568, Dothan, Alabarma 17, 1992, and will continue until position in filled. Prease submit curiffications with ground three three continues of three francist Affairs, Troy State University at 1804, Review of 3568, Dothan, Alabarma 17, 1992, and will continue that the filled tropic and the state of the salasposition of the state of the

The Faculty of Management is accepting applications for the follow-

DIRECTOR CAREER DEVELOPMENT OFFICE

Responsible for the overall management of the Career Development and Placement office. Duties include developing potential employers for Bachelor of Commerce and Master's of Business Administration students and graduates, italiaon with existing employers sourcing qualified candidates for employment, career counseling end development of publications and materials. Qualifications: Bachelor's degree in a related discipline, experience in career planning and placement, a good understanding of the Bachelor of Commerce and MBA environment and related career options, knowledge of employers and job search strategies.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Salary: \$3,053-\$4,221/month.

The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabil-

Apply in writing, providing a detailed résumé citing Job #031 to: Employee Relations Department Room 640, Earth Sciences Building The University of Cetgary 2500 University Drive NW Calgary, Alberta, CANADA T2N 1N4

Search Reopened

Johet Junior College is secking applicants for an appointment beginning, August 17, 1042. Minimum master's degree in Spanish required with additional qualifications in French or another foreign language preferred. Two years' teaching experience at the collegiate level, preferably in a community college. Experience with traditional and nontraditional students desirable. Joilet junior College, that nation's oldest public junior college, is a dynamic comprehensive community college located 40 miles southwest of Chicago, serving a varied district encompassing approximately 1,500 square miles and 360,000 people. Joilet junior College offers a wide variety of both degree and certificate programs to an enrollment of 10,260 students. Application deadline July 29, 1992. Applications and inquiries should be directed to:

Instructor, Foreign Language

Office of Human Resources JOLIET JUNIOR COLLEGE 1216 Houbolt Avenue Joliet, IL 60436

An Equal Opportunity Employer

ed successful experience in resource development. Starts at \$32,009-\$315,000. Closes July 31, 1992. For complete qualifications and application packet call 509/762-6203. EEO/AA.

tion in Moses Lake, Washinston. Community of 20,000 half-way between Spokane and Seattle, with a diversified industrial and agricultural ecosomic base. Master's degree is desimble. Must have demonstrated successful experience in resource development. Starts as \$32,000-\$35,000, Closes July 31, 1992. For complete qualifications and application packet call 509/762-4203. EEOA.

Development: Huntingson College, a liberal arti-college of the United Methodist Church, located in Montsonery. Alabama, seeks a director of development. Responsibilities involve developing and supervising hund-raising activities from all sources includes director of development. Responsibilities involve developing and supervising hund-raising activities from all sources includes churches. The director supervises public relations, ahund affairs, estate planning, and maintenance of donor recognition, responsibility. Confidence and success in lund raisings, and demonstrate and success in lund raisings, and demonstrate management ability in major exampsing planning, organization and direction. Sale-rei Montson succepts and success with the office of University Control of the president. Candidates about have three years of experience and success in lund raisings, and demonstrate management ability in major exampsing planning, organization and direction. Sale-rei Montson succepts with the Office of University of Maho Foundation, inc. Quality of Montson succepts with the Office of University of Maho Foundation, inc. Quality of Montson succepts with success of the University of Maho Foundation, inc. Quality of Maho Foundation, i volve working closely with members of the University of lisho Foundation, inc. Qualifications: Candidates must have a bachelor's degree; exceptional interpresonal skills; strong communication skills; proves organizational shility; and extensive experience in academic and raising. Capital campaign experience in an academic serious is desirable. Candidates with other non-profit fund-palaine experience (health, arts., etc.) may be considered. The search will close when a sufficient number of qualified applicants have been identified, but not earlier than July 31. A letter of application, resume and the names, addresses and telephone sumbers of three references should be sent to Linds S. Davidson, Executive Director, University of Idaho, Moscow, Idaho 61841; 208-885-7059; https://doi.org/10.1016/j.1016.0016.

WEST VIRGINIA UNIVERSITY

VISITING ASSISTANT PROFESSORSHIP Center for Women's Studies

The Center for Women's Studies seeks applicants for a non-

tenure track visiting assistant professorship available January 1993 and renewable for up to three years. The successful candidate will be responsible for coordinating and teaching the introductory course in Women's Studies and for assisting with faculty development. A PhD is preferred but equivalent educational experience and ABDs will be considered. Experience in women's studies course development and teaching is essential. The candidate will teach at least one course per year in her or his academic discipline and/or develop a course to strengthen the women's studies certificate program, e.g. gay and lesbian studies; the dynamics of race, gender and class; feminisms and feminist theory. Screening begins August 1 and will continue until the position is filled. Please send a curriculum vitae, a oneto three-page letter emphasizing qualifications, and the names, addresses, and phone numbers of three references to: Professor Ardeth Deny, Chair, Search Committee, Center for Women's Studies, 218 Elesland Hall, West Virginia University, Morgantown, WV 26506; phone: (304) 293-2339/7261. The Center values diversity in its staff, courses, and programs and seeks a broad pool of applicants. WVU is an Equal Opportunity, Affirmative Action Employer.

EASTERN KENTUCKY UNIVERSITY



Visiting Faculty Position in Electronics

Eastern Kentucky University is seeking applications for a full-time nine month non tenure-track faculty position for 1992-1993 school year. Candidates must possess an M.S. In electrical angineering, electrical engineering locknology, industrial technology or related field. Teaching or industrial experience is desired. Application letter, resume and letters of recommendation must be received by July 24, 1992. Send applications to:

Clyde O. Craft,
Technology Department, Eastern Kentucky University
Richmond, KY 40475-3115. Employment eligibility required, transgration Reform and Control Act of 1986 An Equal Opportunity/Assimative Action Employer

Development: Associate Director of the Clark Fund. Clark University sooks a results-oriented individual to assist the Director of the Clark Fund in planning and involvementing the University's annual giving program, the Clark Fund. The successful candidate should have 1-3 years of development or relevant business experience, including experience with direct mail and telemarketing programs. The position also requires direct solicitations of prospects and ability to work successfully with volunteers. Other requirements: BA or equivalent; strong oral and written communication skills; attention to detail; and ability to manage people. Position requires willingness to travel and to work evenings and weekends, as required. Clark University



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VIRGINIA COMMONWEALTH UNIVERSITY

Virginia Commonwealth University announces the following faculty and administrative positions. A comprehensive urban public institution enroll-ing nearly 20,000 students, the university is composed of twelve schools, one college and a one-thomanal bed hospital to ated in Richmond, Virginia. Unless otherwise under innutana ven turputat torated in titermand, virginia.
Unless otherwise unded, appointments are subject to renewal, and application deadline is August 11, 1992. Administrative partitions
and Medical College of Virginia Campus faculty partitions are 12-menth appointments commencing on July
1; Academic Campus faculty positions are for the academic year beginning August 16.

A detailed measurement and the second content of the con-

dumic year beginning August 16.

A detailed position description and list of descretter-quired qualifications may be obtained by writing the contact person at the department, school and campus address indicated.

Academic Campus
Richmond, Virginia 22024 2001



Academie Campus Richmond, Virginia 23284-0001

University Library Services
University Library Services
University Library Services has two positions available. The library uses
NOTIS, Fuson SC-10 for 13,000 active serials, and OCLC. The library has 1
million volumes with a \$3.8 million materials hadget. Both positions require
ALA-accredited MLS. Strong service orientation; ewellent oral and writton
communication skills; positive interportonal relation; inlinitive and ereutivity; ability to meet requirements for faculty advancement, including
professional service and publication, is preferred.

professional service and publication, is preferred.

Acquisition Services Department: Head. Provides dynamic and innovative leadership for librarian and 20 classified staff. Administors preordersearching, ordering, receiving, and claiming for all illumy materials on academic and medical campaies, and manages access in currons periodicals and microforms at two service desks. Prefer succession managerial and supervisory experience, substantial experience with exquisitions, sorials control, and publishing, awareness of tronds in electronic publishing; experience with automated acquisitions systems. \$33,000 minums.

Catalog Librarian: Catalogs monographs serials, and special format materials. Condimates authority work, searching, and backing control. Supervises two clocks and students in OCLC; searching and proportiones with OCLC, AACR2, LCSH, MeSH, LC classification, minimum.

Heview of applications will begin August 15, 1002 and continue until position is followed. Submit résumé and the names and phono numbers of three current references to: John Duke, University Library Services, Rox 2033.

Medical College of Virginia Compus Richmond, Virginia 23298-000?

i Sergia

School of Basic Health Sciences

Richmond, Virginia 23298-0001

School of Basic Health Sciences

Biochemistry Department: Assistant Professor—Biochemistry and Mulecular Biophysics, non-tenure eligible. Successful applicant will establish a program of scholarly research in the area of mulecular neurochemistry; participate in the teaching programs of the department by assisting in the teaching programs of the degraduate students and lecturing to an extent determined by the Chairman; apply for research grants in an area that is consistent with the long term gods of the department. Applicant must hold ed medical discipline, have a minimum of five years post-Ph.D. experience in rosearch related to blochemistry, proforably with applications in molecular and cellular blotogy and have domonstrated the potential for development of a program of scholarly work. The applicant should also display plans for intended future research has a condition of employment. Applicants should submit a curriculum vibre to Dr. Robert Yu, Search Committee, Box 614.

Biochemistry Department: Postfoctoral Research Associate. Applicants must hold the Ph.D. degree in Biochemistry.

Biochemistry Department: Postdoctoral Research Committee, Box 614.

Biochemistry Department: Postdoctoral Research Associate. Applicants must hold the Ph.D. degree in Biochemistry, Biology or Chemistry or a related medical discipline, have a minimum of two years post-Ph.D. experience in research related to the mean of biochemistry, preferably with applications in molecular and collular biology and demonstrate the potontial for development of an independent presentations of prior work. The successful applicant for the position will show instantial for developing a program of scholarly research by a record of publications and presentations of prior work. The successful applicant for the position will show instantial for developing a program of scholarly research in the area of molecular neurochemistry and assist in the training of postdoctoral scholars and graduate students and lecture occasionally under the direct supervision of a ladder must faculty member. Applicants should submit a curriculum vitae to Dr. Robert Yu, Scarch Committee, Box 614.

Human Genetics Department: Research Associate Instantian contents.

ort tu, scarch Committee, Box 014.

In Genetics Department: Research Associate. Immediate opportunity for a Research Associate to participate in a research project in genetic texteology. The successful applicant should have an M.D. or a Ph.D. in a relevant field with at least two years of postdoctocal experience in molecular genetic techniques. Interested applicants should submit their curriculum vitae and three references by September 30, 1992 to Walter E. Nance, M.D., Ph.D., Box 33.

hy September 30, 1992 to Walter E. Nance, M.D., Ph.D., Box 33.

School of Dentistry

Endodoutics Department: Assistant/Associato Professor available September 1, 1992. Full-time, tenure-inck position. Primary responsibility will be teaching in the didactic and clinical portions of the predoctoral program, scholarly activity, and service. Some teaching responsibilities in the endodonitic advanced education program will also be included. Qualifications include a D.M.D. or D.D.S. degree, a certificate in Endodonities, he beard-oligible or D.D.D. degree, a certificate in Endodonities, he beard-oligible or brand cortifical by the American Board of Endodonities, and eligible for Virginia dental license. Salary and rank commensurate with experience and qualifications. Send curriculum vitae and list of three references for position F5776 to Dr. Gray R. Hartwell, Chair, Soarch Committee for Endodonities Faculty, Nov 568.

General Practice Denartment: Assistant/Associate Professor, full-time, ten-

win experience and quolifications. Send curriculum vitae and its of three references for position F5776 to Dr. Gray R. Hartwell, Chair, Soarch Committee for Endodontics Faculty, Dox 586.

I Practice Department: Assistant/Associate Professor, full-time, tender, D.M.D. and be eligible for a VA license. Specific training sudder areas is desirable; cariology, tooth mineralization, or epidemiology, and advantageous but not mandatory. Dusciliaries, lecturing, respected legge is advantageous but not mandatory. Dusciliaries, lecturing, respected legge is advantageous but not mandatory. Dusciliaries, lecturing, respected legge is advantageous but not mandatory. Dusciliaries, lecturing, respected legge is advantageous but not mandatory. Dusciliaries, lecturing, respected legge is advantageous but not mandatory. Dusciliaries, lecturing, respected legge is advantageous but not mandatory. Dusciliaries, lecturing, respected legge is advantageous but not mandatory. Dusciliaries, lecturing, respected legge is advantageous but not mandatory. Dusciliaries, lecturing, respected legge in all septical provides available. Salary and analytications, and sorvice. Salary and analytications respected canter of the capable of planning, managing, and quarterly. Strong feature-writing backs and policy makers throughout the national distributions, and convictions of three references for position F6813 to Dr. Gilbert L. Button, Vice-Chairman, Box 568.

Managine in transcripts to College, Babos part, Florida 33827.

Salary range 529,00.

Schort Resume and transcripts to College, Babos part, Florida 33827.

Salary range 529,00.

Schort Resume and transcripts to College, Babos part, Florida 33827.

Editors Managine in transcripts to College, Babos part, Florida 33827.

Editors Managine in transcripts to College, Babos part, Florida 33827.

Editors Managine in transcripts to College, Babos part, Florida 33827.

Editors Managine in transcripts to College, Babos part, Florida 33827.

Editors Managine in transcripts to College Rabson part, Florida

School of Medicine

Obstetrics and Gynecology Department: Recruiting for faculty members specializing in Endocrinology & Infertility with rank and salary negotiable. These are full-time positions requiring ABOC certification or eligibility as well as certification or slightlity in Reprod. Endo. The responsibilities include undergraduate and graduate medical teaching, patient care and clinical or laboratory research. Experience working in a culturally diverse environment pro-Dunn, Box 34.

Padiatrics Department, BCGE Cananal Padi

Pediatrics Department: BC/BE General Pediatrics and Emergency Care/
Child Development Physician. Special interest in Child Development. Fellowship training desired. Responsibilities include
teaching, research and clinical care. Contact Joseph Zanga, M.D.,

Surgery Department: Research Assistant. Plastic Surgery wound healing conter. BSN, one year's experience in IGU and expertise in venipuncture and physical assessment. Contact I. K. Cohen, M.D., Box 154.

VCU is an EO/AA employer. Women, minorities and persons with disabilities are encouraged to apply.

Columbia State **Community College**

Columbia State Community College seeks applicants for the following

INSTRUCTOR OF SPEECH/DRAMA/ENGLISH: Master's degree in Speech/Drama/English or Master's degree with 18 or more graduate credit hours in Speech/Drama required. Moster's degree +45 in Speech/Drama/English desired; 2 years full-time, college-level teaching desired. Salary Range: \$21,000-\$24,000. Review of opplication materials will begin August 3, 1992.

INSTRUCTORS OF NURSING: Master's Degree in Nursing: tenching and/or clinical experience; current licensure as an RN in Tennessau required. Salary commensurate with degree and qualifications. Review of application materials is on-going and will be accepted until the prediction as a filled.

DIRECTOR OF COUNSELING SERVICES: Master's Degree in counsuling, psychology or related field required. Doctorate Dugree preferred. Two years' college-level counseling experience and minimum of three years' supervisory/menagement experience required. Liconsod/liconsoble Counseling Psychologist with 3-5 years' counseling experience dusted. Salary Range: \$30,000.\$35,000. Review of application materials will begin August 5, 1992.

wit begin August 5, 1992.

DIRECTOR OF PHYSICAL PLANT: Bachelor's Degree in Engineering or related field plus responsible experience in the operation and maintenance of a multi-building complex required. Experience in colling physical plant administration, knowledge and application of codes, and experience in computer application are highly desirable. Salary Rango: \$30,000-\$35,000. Review of application materials will begin August 14, 1992.

Piesse send cover letter, copies of college transcripts, and résumé with work history to Columbia State Community College, Office of Administrative Services, P. O. Box 1315, Columbia, TN 38402-1315. EOE.

ASSISTANT PROFESSOR OF EPIDEMIOLOGY

The Department of Epidemiology, Graduate School of Public Health, University of Pittsburgh invites applications for a full-time faculty position at the level of Assistant Professor. This position is available immediately and requires a doctoral degree in epidemiology or public health, as well as experience and training relevant to osteoporosis, vascular disease and women's health. The successful candidate will be part of a research group involved in osteoporosis and vascular disease research. The individual would also be expected to teach within the department, assist with other research related to women's health and develop an in-tepth program related to research in vascular disease. This position is outside of the tenure stream and is funded by grant from the National Institutes of Health. Salary will be commensurate with experience. Applications will be reviewed until pusition in filled. Send letter of intent, curriculum vitae, and the names of three references to: Position #8016, c/o L. DeLuco, Department of Epidemiology, 15261. The University of Pittsburgh is an Affirmative Action, Equal Opportunity Employer.

lane Community College

Energy Management Coordinator/Science Dept. Closing: 7/30/92 Energy Management Instructor/Science Dept. Closing: 7/30/92 Flight Technology Instructor. Extended closing date: 7/24/92

For application, job description and further information please contact: Personnel Services, Lanc Community College, 4000 E. 30th Avenue, Eugene, OR 97405; [503] 726-2211. LCC application must be postmarked by closing date. A résumé may be submitted, but cannot take the place of the application form.

An Affirmative Action, Equal Opportunity institution

ver, Indiana 46511.

Rélitor: University of Ritinois at Urbana-Changpaign, Life Sciences Revearch Editor. The News Burset seeks an experienced reporter as Research Editor on the file sciences beat. This individual will work to senerate and coordinate national media coverage outstanding campus news and rotature, biology, blotechnology, penelics onvironmental studies, psychology and veterinary medicine. Candidates should have a majer a destinate, proposition of a perimental studies, psychology and veterinary medicine. Candidates should have a majer a destinate, proposition of a perimental studies, psychology and veterinary medicine. Candidates should have a majer a destinate of candidates and professional operations of the public; and well-astabilable contacts in the national media. Specific experience in the national media. Specific experience in the national media. Specific experience in the sciences reporting is desired. This is a fall-time academic professional position, available September 1, 1992. Salary equivalent to experience. To equar equal constitution, a letter of application, resume, and clips must be received by July 27, 1992. By Carolyn Rittenbouss, University of Illinois News Bureau, 1201 West Newada Street, Urbana, Bilaois 61801; 217-333-1085. The University of Illinois at Urbana-

Exonomics: Pull-time faculty position beplaning Soptember 1992. Must have Ph.D.
a economics: Sedary range \$29,000.
\$13,000. Send resume and transcripts to:
Dr. Deborah M. Fuschetti, Dean, Wobber
College, Babson Park, Florida 33827.
Equal opportunity employer.

Education: Associate Director, National
Center for Research in Vocational Education, Oraduate School of Education, University Control of Control of Education, University Control of Education, University Control of Education, University Control of Education, University Control of Control enucation teaching or administrative experience, experience and skill in communicating with diverse publics, ability to communicating with diverse publics, ability to communication feed with communication research, demonstrated shilly to work with diverse student and professional education desires at the state of th

oranie in NCRVE. Search Committee, of California, School of Education, University of California, Berketey, California 9470, information about the NCRVE may be obscilled by writing to the same address. Application dendine in August 16, 1992. The University of California is an Equal Opportunity. Affirmative Action Employer.

Education of Programs of Counseling, Educational Opportunity. Program, Advisor Counselor (Sportunity Program, Advisor). Conduct academic personal career and it is a techniques course to Freshmen. Massing programs for the Counselor (Sportunity Counselor). The Counselor (Sportunity Counselor) is a techniques course to Freshmen. Massing programs of the Counselor (Sportunity). Affirmative Action Employer.

Education/Special Feducation: Project (Counted Visiting Specialist and Visiting Specialist Interest Counter (Visiting Specialist Interest Interes

New Paits, New York 17461 Review besins immediately and continues until appropriate candidate is found. The College
it New Paits seeks to maintain a communiAmerican. Asian Lahra and Natise American bentage are encouraged to apply. P Esp.
AA.

Education/Special Education: Project Coordinator (Visiting Specialist in Education).
Great Lakes Resource Access Project,
University of Silhols in University of Education and its
paign. 100% time. Responsible for coupling

The University of Silhols in the Silhols

ELIZABETH CITY STATE UNIVERSIT

Elizabeth City State University is one of stateen constituent unbeau of The University of North Carolina and is located in notheon North Carolina. It serves a clientele of approximately 1800 study

I. DIVISION OF ACADEMIC AFFAIRS

DIRECTOR OF INCENTIVE SCHOLARS Qualifications: As some doctoratic. At least three years' administrative experience shelps churation level deshed. Responsibilities: Perform conselling for some document the program and provide statistical datages.

sary to document the program.

DIRECTOR, TEACHER EDUCATION/STUDENT TEACHING Quick
flows: An earned doctorate in an men of education, Responsible
flowlide effective leadership for the teacher education program ar
develop both short- and temperance planning for coordinating to
appropriate placement of eligible student teachers. appropriate praceing to engine station teachers.

WOMEN'S DASKETHALL COACH Qualifications: Masters degree
the equivalent. Qualify to work in some other capacity or campa.

II. DIVISION OF DEVELOPMENT AND PLANNING

VICE CHANCELLOR FOR DEVELOPMENT & PLANNING QUE tions: An earned doctorate degree in the area of administratorate higher education as it relates to plauning, development and last tional research or the equivalent. Expected to assume full many ment, administrative, and supervisory responsibility in all assigns

PROJECT MANAGER, COMMUNITY DEVELOPMENT PROBLET Qualifications: Master's degree in Urban/Regional Planating more mented by courses in public administration and sufficient person and management experience when combined with the master's gree equals four years.

DIRECTOR. SMALL BUSINESS & TECHNOLOGY CENTER Quiltons; Master's degree in Business Administration or the equivalent three to five years' experience in managing and assistances preneurs to facilitate the continuing success of new and existing and businesses.

III. DIVISION OF STUDENT AFFAIRS

NURSES AIDE Qualifications: Certified as nurse's aide in hortions na. At least one year's experience working as a nuise's side but ence with athletic teams as trainer preferred. DIRECTOR OF ADMISSIONS Qualifications: Master's degree has dent personnel, business administration or related field present is cachelor's degree will be considered with three to five year egos

IV. BUSINESS AND FINANCE

RECYCLING COORDINATOR Qualifications: Bachelor's degressing preferred concentration in marketing or related sciences. Please submit one application or resume for each position of intest three (5) letters of recommendation and official college transpire to: Elizabeth City State University, Personnel Office, Box 944, Elizabeth City, NC 27909, Classing date: July 24, 1992, or until filled for finite information, please (all (919) 355-5252.

Plizabeth City State University is an AFFIRMATIVE ACTION EQUALS: Plizabeth City State University is an AFFIRMATIVE ACTION EQUALS: PORTUNITY employer and applications will be accepted without age, race, color, creed, see, and national origin. WE INEE ON UNITED STATES CITIZENS AND LAWFULLY AUTHORIZED ALERWORERS, YOU MUST BE ABLE TO PROVIDE DOCUMENTATION OF PARAMETERS AND IDENTITY HASED ON THE LAW.

DEPARTMENTHEAD/NURSING

Trident Technical College Trident Technical College is a dynamic two-year public, multicampus institution of 8,425 students in historic Charleston, on the South Carolina coast,

Department Head/Nursing is responsible for the effective leadership of 14 faculty members in the administration of the Associate Degree Nursing, Practical Nursing and Nursing Assistant programs. Requires a master's degree in nursing and five years of professional nursing experience including three years in a teaching capacity. South Carolina licensure required prior to employment. Salary commensure with education and experience. Targeted appointment date is August 1, 1992. Transcript copies are required with Trident application.

Apply immediately to Personnel Services, Trident Technical College, (803)572-6201 or FAX to (803) 572-6109.



Ployer.

Clec tronics Engineering Technolog: Partity position and Program Directorshe, As sociate in Applied Science (A.A.S.) in Electronics Engineering Technolog. Casmurity College Division, West Visible Mark College. Dunies and Responsibles Basic Assignment—This is a full fine to Branch teaching and program directorship for the A.A.S. in Electronics Enhancering Technology. The basic automatic is to teach courses in electrodes as in the teach courses in electrodes as in the Dean of the Community of the Dean of

THE UNIVERSITY OF TEXAS AT BROWNSVILLE

The University of Texas at Brownsville announces the following positions:

Director of Alternative Certification Program

Plan, coordinate and evaluate the activities of the Alternative Certification Program in compliance with state guidelines to include: informing and advising prospective interns; identifying and placing interns, mentors and university supervisors in collaboration with school districts; organizing appropriate support services; preparing and submitting required reports; taking part in state level ACP activities; maintaining positive relationships with state agencies and area school districts.

Doctorate or ABD in an area of specialization in education and/ or leacher certification offered by the University; minimum of three years teaching experience in elementary and/or secondary schools; experience in teacher education programs; knowledge and/or experience with Texas or similar teacher training regulations, policies and procedures; experience in working with school districts and state education agencies. University teaching experience and a record of scholarship.

Faculty - Management or Marketing

The candidate should be capable of teaching marketing and management in the Undergraduate and Master's Program. Earned Ph.D. or D.B.A. in Management or marketing required. Teaching/Business/Experience/Publications preferred.

Faculty - Educational Administration

Responsible for teaching and advising students pursuing a Master's degree or certificate in the area of educational administration. The person selected will work closely with the community as well as educational institutions at the local, regional and state levels.

Doctorate in Educational Administration with related areas of specialization in curriculum development and supervision required. Successful public school administrative experience at the level of principal; assistant superintendent and/or superintendent. Teaching experience should include a strong background as a classroom teacher at the elementary or secondary and university level(s). Tenure Track Position,

Faculty – Associate Degree Nursing

Four nursing instructors (full time) needed (or Associate Degree Nursing Program for Fall 1992. At the Harlingen location, instructors needed for: 1) Maternal Child Nursing, and 2) Medical-Surgical Nursing. At the Brownsville campus, instructors needed for: 1) Medical-Surgical Nursing, and 2) Pediatric Nursing.

Responsible for provide classroom instruction, clinical teaching and evaluation of Associate Degree Nursing students, and to participate in planning, implementation and evaluation of curriculum.

Current State of Toxas license as Registered Nurse required; Master of Science in Nursing required; Teaching experience preferred.

Applications will be accepted and reviewed until positions are filled. Applications must include (1) Letter of application, (2) Resumé or Vita, (3) Three letters of recommendation. Candidates invited to interview may be required to submit additional information by the Search Committee. Send application to:

> Alexa Pfister, Acting Director of Human Resources The University of Texas at Brownsville 80 Fort Brown Brownsville, Texas 78520

AA/LOL. LIB is a "Smoke-Free Institution." Smoking is not permitted in any facility of the University.

Edison Ctate

BULLETIN BOARD: Positions available

UNIVERSITY OF MISSOURI-COLUMBIA

HEAD OF CATALOGING: The University of Missouri-Columbia is seeking qualified applicants for the position of Hood of Cataloging. Principal duties include responsibility for the bibliographic control of the University of Missouri-Columbia Libraries' collections, including the management of cataloging production for monographs and serials in all media. As one of the five Technical Services department heads, assists with the planning and development of divisional goals, policies, and procedures so as to contribute to the achievement of the Libraries' goals. Plans, directs, and evaluates the performance of the Cataloging Department; catalogs monographs and/or serials, designs and monitors work flows with emphasis on production; keeps up-to-date on national cataloging atenderds and developments, and issues lacing academic research libraries in bibliographic access and automation; assists with the planning for an implementation of automated systems; administers grants and other special projects in the area of cataloging as required; reports monthly settities and assists in preparing the annual ruport for the Technical Services Division.

REQUIREMENTS: Requires minimum of a Master's degree from an ALA accredited program. Additional courses in management and/or automation destrable but not essential. Three years' professional experience, of which at

destrable but not assortial. Three years' professional experience, of which at least two must be in a catalog department of a university or research library, required. Should be (amiliar with national cataloging standards including LC classification and subject headings, OCLC (preferably), integrated library systems, and national issues facing academic research libraries in bibliographic access and automation. Demonstrated ability in written and oral communication; good supervisory and problem solving skills; creativity and initiative; demonstrated interpersonal skills, and some foreign language background in a Western European language.

MINIMUM SALARY: \$33,000 + for 12 months commensurate with educa-tion and experience. Benefits include 30 vacation days per year, vested refire-ment after 5 years, dental insurance, and other normal fringe benefits, includ-

IN THE UNIVERSITY: The University of Missouri (MU) was established in Columbia in 1839. It is one of the five most comprehensive universities in the nation, with nearly 250 degree programs. The University of Missouri-Columbia Libraries belong to ARL, serve a student body of 24,000 and a faculty of 1,800 with a collection of over 2.4 million volumes and over 4.7 million microforms. An online catalog and integrated circulation system serves the four campuses of the University system.

COLUMBIA is in the middle of the state on 1-70, only 2 hours from St. Louis and Kansas City, and 1.5 hours from the Lake of the Ozarks major recreational area. The University and two other colleges provide suports cultural events. According to the ACCRA composite index, the cost of living in Columbia is very reasonable when compared with the other university communities.

Sand latter of application, names and addresses of three references and resund to Ms. Pat Burbridge, Personnel Coordinator, 104 (CHE) Ellis Library, University of Missouri-Columbia, Columbia, MO 65201-5149. To ensure consideration, applications should be received by September 30, 1992. The University of Missouri-Columbia is an equal opportunity and affirmative action

AVAILABLE: October 1, 1992

LIBRARIES

Head of Cataloging

U

Community College

COORDINATOR OF GRANT DEVELOPMENT/ INSTITUTIONAL RESEARCHER

Edson State Community College is seeking candidates for the position of Coordinator of Grant Development/Institutional Researcher. The Coordinator's duties include intentification, development and submission of external funding proposals; the design and implementation of systems for institutional outcomes assessment, and the maintenance of systems to support the college's strategic planning activities.

Edison State is a comprehensive, two-year public community college offering technical and university transfer programs to the residents of west central Oblo. The college's modern 130-acre campus is located in Piqua, Ohio, 30 miles north of Dayton, in a region of agriculture and rapidly-expanding manufacturing. Enrollment averages 3,500 credit students quarterly. Edison State is accredited by the North Central Association of Colleges and Secondary Schools.

Minimum requirements are a Master's degree in an appropriate discipline, excellent writing skills, strong familiarity with the grants process, knowledge of and experience in conducting effective outcomes assessment, and strong histopersonal skills. Resource development and institutional research experience in a community college setting strongly preferred.

This is a 12-month administrator strongly preferred.

This is a 12-month, administrative position. The initial placement range will be in the low 30's, depending upon experience and qualifications. Position is available immediately. Applications will be accepted until position is alled. Send letter of interest, resume with references, and unofficial transcripts

> Personnel Office Edition State Community College 1973 Edison Drive Piqua, OH 45356

EOE/AA Employer Female and minority candidates are urged to apply

search/screen will be extended. About the frontest Engineering Technology, teaching curves in electronics; development, receive, and upgrading of curriculum, madein for controllers, earlies for the development, received and physicologic committees; participated by the controllers and Divisional committees; participated by the controllers of the controll



MUSKINGUM COLLEGE DRUG AND ALCOHOL COUNSELOR

Muskingum College invites applications for the position of Drug and Alcohol Connector. The Counselor will serve on the Student Life staff and will have responsibility for the implementation of a campus-wide prevention education program. Counseling, programming, organizational skills required. Live on campus. Twelve month position. Muster's required. Two years' experience preferred.

Interested candidates should send cover letter, résumé, and names of refer-

Dr. David Skeen Student Life Office Muskingum College New Concord, OH 43762

Muskingum College, founded in 1837, is located in Southeastern Ohio on a rolling, 215 acre campus. Affiliated with the Presbyterian Church (U.S.A.) Muskingum College offers a strong Liberal Arts undergraduate program and Master's Program in Education. Muskingum College is an Equal Opportunity

racially diverse, and multi-generational baccalaureate institution. Because of this tradition, the College carolis a wide range of students and assists them in schieving through quality undergraduate programs in a captopus environment nationally recognized as a "Living Laboratory of Human Relations." An Equal Opportunity, Affirmative Action Employer.

Elementary Education: Progressive teacher eduction program is seeking one figuily member beginning full semester 1992. Supervisor/advisor with experience teaching in the elementary school and recent or current experience supervising and advising in a teacher education program. Responsiblish include supervising student teachers and pre-student teachers; conducting weekly sessions; advising students in state certification program. McKengine College, located 20 miles from St. Louis, huy an enrollment of 160 students in the teacher education program, with 85 elementary majors. The program places approximately

Elementary Educations Tenure-track posi-tion for Assistant/Associate Professor at

Elementary Education: Position available for August, 1992. Earned doctorate in Elementary Education/Elementary Carnetium, with an emphasis in reading and language arts. Teaching methods and curriculum contrasts and supervising clinical experiences in K-4 certification programs. Alice Lloyd it a four-year, liberal arts, work study college dedicated to advesting Appalachian students for indigenous leadoraphip. Faculty live on campus, sat in the cafeters topologial and serve as role models and counselors to students. Send résumé with three references to Dr. Wallace Kambel, Dean, Alice Lloyd College, Propos Road, Pippa Passes, Kentucky 41844; phone 66-36-2101. Alice Lloyd is an Equal Opportunity Employer.

The author Proposers of the Considered, Equal Opportunity Employer.

Elementary Education, Assistant Professor, Elementary Education, I as num-strack. Density Employer.

considered, Equal Opportunity Employer.

Bementary Education, Jeans-track, Doties: Feaching graduate courses in a newage
arts and field research, working with partnership school affiliates in supervising preservice teachers, mentoring novice teachers, and conducting research. Qualifications: Ph.D. or consistence, in-deptiknowledge of constructivism and its application to teacher education and elementary
classroom practice (R-G), qualifications of teachers education and elementary
classroom practice (R-G), qualifications of publications, and field work apperience in
elementary schools. Closing Date; July 30,
1972. Applications tent to Catherine Twomay Feasor, Department of Education,
Center for Constructivist Teaching, South-



Sacred Heart University

Fairfield, Connecticut

Established in 1963, Sacred Heart University is an independent Catholic comprehensive university in heautiful Fairfiuld, Connecticut, serving a student population of about 4,300 students. In the third year of implementing a comprehensive expansion plan, the University has experienced a surge in both applications and enrollment and is adding residential housing, an athletic/recreational complex and is enhancing its academic programs, Sacred Heart University announces the opening of the position of Director of Development to begin a Special Gifts Campaign.

DIRECTOR OF DEVELOPMENT

The Director of Development position is a key senior official in the Institutional Advancement office. The Director will provide leadership to the entire institutional Advancement staff which includes involvement with alumni, annual fund, foundation relations, major gifts, public relations and special events. Depending on experience, this position may evolve into an Executive Director of Development or an Assistant Vice President for Institutional Advancement.

A baccalaureate degree is required as is successful management experience in a quality advancement program that has conducted a major gifts or capital campaign. Ability to develop a highly productive staff through strong feadership, communication and respect is important. The Director will report directly to the Vice President for Institutional Advancement. Interviews at the CASE Conference in Atlanta are encouraged.

Qualified applicants should submit a letter of application, 2 copies of a résumé and references by August 1, 1992.

Office of Human Resources Sacred Heart University 5151 Park Avenue Fairfield, Connecticut 06432

Sacred Heart University is an Allimetive Action, Equal Opporunity Employer. Women and Minorities Encouraged to Apply.

crus Connecticut State University, 501
Croscent Street, New Haven, Connecticut
06515. AA/EOH.

Elementary Education: Teacher. Teach ele-

GSSIS. AAPEOH.

Hementary Education: Teacher. Teach elementary school pupils academic, Islamic social standards, manipulative skills. Coursel pupils on religious and secademic problems when they arise and keep attendance and grade records as required by school board. Lecture, demonstrate and use suddovisual teaching aides to represent subject matter to eless. Prepare, administer and correct tests and record results, teach islamic Religion (Hencestary School Level). Morst wear purdah. This position requires that applicant be able to work 40 hours per week (8:00 a.m. 4:100 p.m.), have a B.S. or B.A. in Hementary Education, porsess a Missouri Teaching Certificate. The salary is \$19,000/year. Job order number for this job opportunity is \$715. Send results of Attention: Sharley 1. Oregory, Missouri Division of Employment Securi-

Alten Certification Office.

Bennentary/Special Education: Stetton Uvernity. Assistant professor, entry-levenure-track, doctorate or ABD. Responbilities include teaching methods of speciaducation and clerontary education, pervision of student interas. Individuation with public achool teaching experience teacouraged to apply. In order to be coasered for this position candidate must be submitted all required documents. Selecter of application, current resums, insteripts, and three fetters of reference to I Larry Rosen, Chair, Division of Educati. Campus Box 8419. Setton University strongly committed to developing a diversificating. Wespec and mispeties are accessed to apply. Open until filled.



The University of Alaska Anchorage (UAA)

invites nominations and applications

for the position of

DIRECTOR OF ATHLETICS

rais position is full-time, permanent, 12 months and salary is DOF.,

UAA is a rapidly growing institution offering bacculaureate and master's degree gegrans. The student population is approximately 23,000. UAA is becated in Abstract day, Anchorage, which has a population of about 230,000. The University is compiled of eight schools and colleges offering a broad range of academic pro-

gams and retearch activities.

The University of Aluska Anchorage sponsors intercollegiate athletics for men in cost country running. Nordic and alpine akting, lee luckey, basketbull and swimming and diving; for women in volloyhall. Nordic and alpine skiing, basketbull and swimming and diving; for women in volloyhall. Nordic and alpine skiing, basketbull and symmetric. Teams compete in the NCAA Division II. The ice luckey team competes in Division I and is a member of the Western Collegiste Hockey Association. Basketball and somer's wolleybull are in the Pacific West Conference. Due to UAA's unique location, the University is responsible for four mojor Division I tournments: Northern Lights Invitational (women's basketbull). The Great Aluska Shuohun (men's basketbull), the Nissan/Jeep Classic (kee hockey) and Crystal Light Classic (women's

collayball).

QUALIFICATIONS: The candidates for this position must have 1) demonstrated dalit in management of personnel, finance and facilities; 2) advanced degree with progressively responsible management experience; 3) thatough knowledge of the NCAA's regulations and Title 13 of the Education Amendments of 1972 and demonstrated ability to establish effective working relationships with regulating authorities; 4) demonstrated experience in directing coaches; 5) domonstrated ability to relate positively with students, faculty, staff and the community in developing support for ability programs; 6) demonstrated oral and written communication skills; 7) demonstrated experience in fund raising.

RESPONSIBILITIES: The Director is responsible for planning, developing and admistering the University of Alaska Anchorage intercollegiate athletics and recrealonal programs. Strong emphasis is placed on compliance with NCAA regulations,
community relations, budget development and fiscal management, conformance with
University policies and procedures, state and federal laws such as Title IX and the
Geoder Equity Act, and the Statement of Principles proposed in the Knight Commusion Report as well as responsibilities for working with the community and developter against fourling sources.

Beriew of applicants will begin July 31, 1992 and continue until the position is filled.

APPLICATION PROCEDURE: Submit a letter of application, vita and the names, addresses, and telephone numbers of three professional references to:

Personnel Services University of Aluska Anchorage 3890 University Luke Drive Anchorage, AK 99508 Telephone: (907) 786-4608 Fas: (907) 786-4727

UAA is an AA/EO Employer and Educational Institution.

Must be eligible for employment under the Immigration Reform and Course Act of
1986.

AFFIRMATIVE ACTION OFFICER

West Virginia University

West Virginia University invites applications and inominations for the position of Affirmative Action Officer. Reporting to the Executive Officer for Social Justice, the Affirmative Action Officer manages all aspects of the University's AA/EEO program, including the following: inviting understanding of and compliance with the spirit and the law of AA/EEO regulations; overseeing annual updating and implementation of the University's affirmative action plan; working with University facility, administrators and staff on the implementation of affirmative action goals, monitoring AA/EEO compliance, serving as a largon with organizations both internal and

EEO compliance; serving as a haron with organizations both internal and memal to the University; serving as the ADA, Section 503, and Title IX Conditions, measurements.

Qualifications: Candidates must have a master's degree and at least three years of professional experience as an AA/TFO other or administrator in a higher concent, strong or in a federal or state agency working with higher education. A Ph.D. or other appropriate terminal degree is preferred. The candidate must demonstrate knowledge of the laws and regulations regarding AA/ERO; an understanding of a research, land-grant university; a high degree of diplomacy, judgment, and ability to work effectively with a ulty, staff, students and administrators at all levels, strong organizational and analytical skills, the ability to resolve complaints and to communicate clearly and effectively orally and in writing.

The University: Louisland in writing.

The University: Lounded in 1867. West Virginia University is one of only 38 public universities in the United States that serve as both a research and a land-grant institution. Furoding over 22,000 students in 176 degree programs, the University has an annual operating budget of more than 300 million dollars. Morgantown is a dynamic university commonity of approximately 45,000 located on the east bank of the Monongahela litiver in the rolling hills of northern West Virginia. It offers ready access to larger metropolitin areas such as Pittesburgh, Pennsylvania and Washington, D. C.

Applications Secondary of Statesburgh Applied Applied Applied Statesburgh.

Application: Screening of applications will begin August 6 and will continue until a successful candidate is applications will begin August 6 and will continue until a successful candidate is applications with disabilities are especially crossinged to apply. Applicants should send a resume, brief statement of AA/EEO philosophy, and the names, addresses, and telephone mutibers of five professional references to the following address. Affirmative Action Officer Search, Officer of the President, West Virginia University, Margantown, West Virginia 26,508-46401

West Virginia University is an affirmative action.

COMPRESSOR STOCKED STOCKED STATE AND ASSESSED BY AND ASSESSED.

Condinator; preparing necessary reports, managing internal complaints unlawful discrimination, and maintaining an advisory relationship with University's two regional campuses. The salary is in the \$15,000 range.

Director, Center for Academic Support Services

HOBART & WILLIAM SMITH COLLEGES

DIRECTOR, CENTER FOR ACADEMIC SUPPORT SERVICES. The Center for Academic Support Services offers students opportunities for enhancement of basic study, writing, language, and mathermatical skills, and access to tutorial services on a group and Individual basis. The Center provides assistance with English as a Second Language and coordinates support services for students with learning disabilities, as well as offering diagnostic and assessment services. The Center is currently staffed by the director, a senfor tutor in language and writing skills, a mathematics intern, and an administrative assistant, and employs students diversely as individual tutors and in suppledevelopment, and supervision of Center programs and personnel, as well as for providing professional service to students in his or her area of expertise. The Director reports to the Provost, and will work closely with the Dean of Hobart and the Dean of William Smith, their staffs, faculty, and counseling personnel in development of a comprehensive program of support for student advisement and academic achievement, including student assessment.

advisement and academic achievement, including student assessment.

HOBART AND WILLIAM SMITH COLLEGES: Hobart College for men and William Smith College for women are coordinate colleges with a combined enrollment of 1,900, sharing a single campus, president, central administration, faculty and curriculum. The Colleges preserve individually through separate deans and their staffs, admissions offices, athletic and residence programs, and student governments. The educational environment is one which emphasizes interdisciplinary teaching and research, international education, and how difference (e.g., in gender, race, and culture) informs what we share in common as human beings, in a rigorous, liberal arts academic setting.

QUALIFICATIONS: Ph.D. in a relevant field is preferred; master's with appropriate professional experience will be considered. Candidates should have experience in developing supplemental learning instruction and in the organization and development of a learning center, and also direct experience in counseling, advising, and instructing students. A capacity for leadership, demonstrated ability to work collegially with both faculty and student support personnel, and a commitment to the ideals of liberal education are

APPLICATIONS: Letters of application explaining one's interest in and qualifications for this position and accompanied by a résumé and the names of three references may be sent to:





Review of applications will begin August 1 and continue until the position is filled. Hobart and Wiffiam Smith Colleges are equal opportunity employers and value highly diversity within their professional staff.

THE AMERICAN UNIVERSITY WASHINGTON DC Director Of Admissions 4 1 & Financial Aid

The Washin ston College of Law seeks an admissions professional for the position of Director of Admissions and Financial Aid beginning October 15, 1992. The Director is responsible for beginning October 17, 1992. The Director is responsible for managing all aspects of the admissions process: planning and implementing the recruitment schedule and other conversion events for candidates for the J.D. program; managing the processing of approximately 7,000 candidates for the J.D. and LLM, programs; developing recruitment publications and other materials; administering the law school's need-based financial aid programs; maintaining an on-going student financial aid counseling program, including debt counseling, acting as liaison to central university financial aid debt counseling, acting as listson to central university financial aid office,; and coordinate and work with many constituent groups: the Committee on Admission, Coordinator of Minority Affairs and minority student groups, and other university offices. The Director supervises a full-time staff of 5 and several part-time persons, including a minority student recruiter.

Qualifications: Bachelor's degree required, relevant Master's degree preferred; at least five years experience in higher education admissions and financial sid; and demonstrated written and verbal communications skills. Experience with all phases of law school admissions, admissions recruitment and conversion, financial aid, and mainframe and microcomputer applications to the admissions process are highly desirable.

Applications should be sent to: Joanne Lawton, Assistant Dean, P.O. Box 281, Eagle Station, Washington, D.C. 20016-

Applicants should include cover letter, resume, and salary history. Application deadline: August 13, 1992. A University. Women and minorities are encouraged to apply.

regineerings Senior Research Engineer Participation in two research projects in the Agricultural Engineering Department is required. One project will dead with modeling the impacts of agricultural Engineering Department is required. One project will dead with modeling the impacts of agricultural water quality belief in the Castral High Plains, and the liber groject will dead with modeling appropriate in the Castral High Plains, and the liber groject will dead with modeling appropriate in the Castral High Plains, and the liber groject will dead with modeling appropriate in the Castral High Plains, and the liber groject will dead with modeling appropriate in the Castral High Plains, and the liber groject will dead with modeling appropriate in the Castral High Plains, and the propriate in the Castral High Plains, and the Castral High Plains, and the propriate in the Castral High Plains, and the Castral High Plains, and the course in the Castral High Plains, and the propriate in the Castral High Plains, and the course in the Castra

The University of the State of New York

Regents College

DIRECTOR OF HUMAN RESOURCES

Regents College, a nationwide non-traditional college of the University of the State of New York, is seeking a Director of Human Resources who will play a leadership role in the development of the College's human resource policies. The College is committed to increasing the diversity of its faculty, staff, students and academic program offerings and to strengthening sensitivity to diversity throughout the institution. The Director of Human Resources plays a key role in implementing these objectives.

With a staff of three, the Director provides leadership to the institution in the development of its human resources. The Director also oversees the functions of recruitment and employment, classification, compensation, benefits administration and staff development and training. The Director provides guidance and advice to supervisory staff in all areas of personnel administration. This is a management level position reporting to the Vice President for Finance and Administration.

President for Finance and Administration.

The successful candidate should possess a bachelor's degree in a field related to human resource management and three to five years' progressive human resource management experience, preferably in higher education. A master's degree in a related field is desirable. In addition, the successful candidate must be able to demonstrate leadership and management skills, the shifty to communicate effectively and achieve positive interpersonal working relationships. Additional qualifications include knowledge of affirmative action policies, procedures and regulations, and a strong background in compensation practices. Working knowledge of data base and spreadsheet software is desirable.

Starting salary is in the low forting these accommendate first beautiful.

Starting salary is in the low forties, plus a comprehensive fringe benefits package. Interested candidates should forward a letter of application, reaumé and three professional references to:

DHR Search Committee Regents College 1450 Western Avenue Albany, New York 12203

The College will begin reviewing applications for this position in mid-August and will continue its review until the position has been filled.

Regents College is an affirmative action, equal opportunity employer.

Applications from members of historically underrepresented groups

are especially encouraged.



UNIVERSITY OF VIRGINIA Regional Development Officers

The University of Virginia is seeking applications for Regional Development Officers. Under the direction of the Director of Regional Programs and the Associate Vice President for University Development, three new positions will manage the identification, cultivation, solicitation, and stewardship of prospects in regions around the country for the benefit of the University.

prospects in regions around the country for the benefit of the University. The Regional Development Officer position requires a master's degree or equivalent experience and a minimum of three to five years' experience in fund raising with evidence of increasing responsibilities and growth. Candidates should have an understanding of development in higher education, especially at a complex research university. Desired qualifications include managerial experience and skill, excellent organizational, interpersonal, and University.

Applications would be appreciated by July 31, 1992, but will be accepted until the position is filled. A letter of application and resume should be sent

Charles B. Fitzgerald Associale Vice President for Development University Development Office P. O. Box 9013 Charlottesville, VA 22906-9013

The University of of Virginia is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply.

SOUTH PUGET SOUND COMMUNITY COLLEGE



South Puget Sound Community College is hiring Director of Financial Aid and Student Employment. This is an administrative/exempt position. Master's deness, or related area. Demonstrated exempts college Administration, Business, or related area. Demonstrated exempts are business. ness, or related area. Demonstrated experience in the operation and manage-ment of student financial aid programs and a commitment to working with a diversity of students also required. Applications received by 4:30 p.m., Phiday, required application materials and information contact the Personnel Office, 2011 Motiman Rd. S.W., Olympia, WA 98502 or call 206-754-7711, ext.

English Professor of Radisk (full-time, temporary). Master's degree in English with previous teaching experience required. Opportunity for continued sampleyment. Inpute: Arizona Wester Colog. Perconnel Department, P. O. Box 929, Yuna, Arizona \$5366 or call 602-344-7504.

evaluations of technical colleges and colleges and universities in the seven northwest states—Alasia, Idaho, Monana, Nevada, Oregon, Utah, and Washinaton. The
major qualifications required are familiarity with accreditation and its purposes as
the postsecondary level; appropriate academic credentals with an exmed doctorate
per or administrator in an institution of
higher education; demonstrated or pastrational skiller, bindry to speak and write effectively; and willingness to firm el. Those
with knowledge of accreditation landsing
experience as an evaluation and/or Commissioner will be given preference. Salary
and benefits are competitive and commentturate with qualifications and experience.
The retirement program is TLA-CREF.
This is a twelve-month position with one
month peal vacation.

Equal Opportunity employer.

Executive Director / Humann Administrative Differ for the foundation administrative Officer for the foundation which maintains the Stratford Hall Finite tion, an Hall Cantury museum property is 1,400 acres located on the Protone Prival Like Northern Nock of Virginia, appeal that you have you had you have y

USA FUNDS

The Chronicle of Higher Education • July 15, 1992

CAREER OPPORTUNITY FOR FINANCIAL AID ADMINISTRATORS

USA Funds, a leader in education financial tervices, processes loans for higher education en-abling millions of students to achieve their educa-

The Marketing Division of USA Funds has an op-portunity available in its Education Resource Center as a School Client Training Representative,

Responsibilities

- Developing and presenting training programs for school clients and employees on federal regulation governing the Title IV student financial aid and education loan programs and procedures.
- Preparing training tools such as manuals and handbooks as well as visual alds.
- Overnight travel required during some part ods to conduct regional training workshops.
- Qualifications ◆ Three - five years experience as a financial
- aid administrator at a post-secondary educational institution ◆ BS in Business or relevant work experience
- Experience in training or public speaking
 Extensive knowledge of the Title IV federal

student ald programs. We offer competitive salaries and a top-notch benefits package including medical, dental and vision insurance, holiday and vacation schedules, a subsidized corporate day care center, pension and

> Send your resume and salary history in confidence to:

incentive plans, and tuition reimbursement,

United Student Aid Funds Human Resources MC-B138/DAB P. O. Box 6180 Indianapolis, IN 46206-6180

Building America's Future Equal Opportunity/Affirmative Action Employer

UNIVERSITY OF ILLINOIS FOUNDATION

The Foundation is seeking applicants for the following full-time position.

DIRECTOR OF MAJOR GIFTS

The Director is responsible for developing and implementing all phases of the major gifts programs. Repeats to the Executive Director, works closely with the Director of Trust Relations and Planned Gloops, and chars the Major Git Committee. Principle fund raising with management of major gift projects, including coordinating contacts, assigning prospects and macking cultivation institution-wide.

The desired qualifications are a fund raiser of unquestioned integrity with espe-tionse in higher education along with advanced degree and knowledge of the University of Himois. Must have bachelor's degree in an appropriate discipline and 3-5 years' major gift experience or the equivalent.

TRUST RELATIONS OFFICERS

There are 2 new immediate openings for fund-raising specialists experienced in planned and deferred giving techniques; one traced in Chicago and the other in Urbana. Reporting to the Objector of Trust Relations and Planned Giving they are responsible for identification, cultivation and solicitation of prospects who wish to make major, planned, and deferred gifts. They represent all University programs and camputes. Extensive travel required

Qualifications are a bachelor's degree required with three years' experience in planned/doferred giving, prehrably at a university, or in related areas of law, trust administration, or finance. An advanced degree and Certified Financia Planner (CFP) or similar designation are desirable.

Competitive benefit package and compensation based upon experience. For full consideration, send a letter of application (please supulate position) and resume, in confidence, by July 31, 1992 to. (Major Gifts or Trust Relations) Search

University of Illinois Foundation 224 Illini Union 1401 West Green Street Urbana, IL 61801

thereise Physiology/Hiness: Westaccoff:1:
1231 Coordinator Recreational Activities by the Coordinator Recreational Activities by the Coordinator Recreational Activities and the Coordinate of t

rising and communication relations. Qualfied candidates should have an advanced degree or equivalent experience related to shoote properties plus five to seven plus, atoms communication and excellent landing amaging museum properties and the making museum properties and plus in referred. Salary negotiable, the communication and residence on the plantaion, such as the marrance benefits for stand and file insurance benefits for stands and file insurance to making the properties and the properties of the properties and the properties an

Extension Home Economics: New Mexico State University Extension Service.—Two puritions, Duna Ana County, Les Cruces, New Mexico and Luna County, Dening, New Mexico: County Extension Home Fonoment with Hauster's degree or may be under-based as Extension Associate with Bachelor's Degree. At least oner degree in Home Economics. Reply to Dan Liesner. Southwest Louriet Department Head, Box 3AE, New Mexico State University, Las Cruces, New Mexico 68003; Telephone Sof-64-1541, Deadhone for letter of application, (found, uniofficial transcripts, names, addresses and phone numbers of three references. July 30, 1992. New Mexico State University is an EF(MAA employer.

Serials Catalog Librarian

RANK: Assistant Professor of higher (renewable fixed-term appointment). DUTIES AND RESPONSIBILITIES: Early career position. Under the general supervision of the Head, Serials Department, acts as serials cataloging team leader, working with serials copy catalogers. Adds call numbers and subject leadings to serial cataloging cupy. Performs original serials cataloging and difficult copy cataloging, series and name authority work in a variety of formats and in all Roman-alphabet languages. Answers questions from serials copy cataloging and binding information for input into the University or Oregon INNOPAC serials check-in system and local binding database. Prepares data for input into the Oregon Regional Union List of Serials, which is maintained on OCLC. Assists in training other Serials Department support staff, including writing rontines and procedures. Acts as Department Head when Head is absent. May serve on Library and University committees, participale in Library instruction and Collection Development programs, and perform special projects and other related duties as assigned. QUALIFICATIONS: ALA-accredited MLS degree; reading knowledge of at least one Western European language; demonstrated interest in principles and processes of bibliographic control, and the application of technology to them; excellent oral and written communication skills; ability to work effectively with all levels of staff; and potential to excel in a dynamic and challenging academic library environment. SALARY: \$22,500 minimum for twelve month appointment. Appointment beyond the minimum salary will be dependent upon qualifications, prior experience, and academic rank. Fringe benefits include choice of medical plans (Blue Cross/Blue Shield or HMO options), fult paid state or TIAA/CREF retirement plans, 22 vacation days, and low staff tuition rates. APPLICATION DEADLINE: To be fully considered, applications must be received by 5:00 p.m., September 18, 1992. TO APPLY: Send cover letter, résumé, names, addresses, and telephone numbers of

The University of Oregon Library is an ARL Library with current holdings of approximately 2 million volumes and approximately 19,500 serials subscriptions. The Library's INNOPAC system includes fully operational catalog, acquisitions, serials control, and circulation modules, as well as Expanded Academic Index. A major retrospective conversion project is under way, as well as implementation of the INNOPAC CJK and materials booking modules. The Library is a member of OCLC and makes a variety of online databases and CD-ROM databases available to patrons. The Knight Library is undergoing a building expansion and renovation, which will be completed by 1993.

The University of Oregon is an Equal Opportunity, Affirmative Action institution commit-ted in cultural diversity, in compliance with the immigration Reform and Control Act of 1986, all persons havel after November 6, 1986, will be required to show proof of their

EASTERN CONNECTICUT STATE UNIVERSITY **DIRECTOR OF**

LIBRARY SERVICES

Existen Connecticut State University seeks innovative, action-oriented director with imagination and vision to maintain positive leadership and direction for automated 180,000 volume library with staff of 14 full-time employees. Currently, the library is in the process of upgrading and integrating its automated systems. QUALIFICATIONS:

Six years of administrative experience in an neademic library. Master's Degree required: Doctorate preferred. Additional degreets) an asset, but proven leadership and ability to implement programs essential. Demonstrated ability to implement programs: provide positive leader-ship in a climate of change commitment to team management and staff development. Ability to communicate effectively with students, faculty staff, and outside constituencies. Proven interpersonal and problem-solving skills. Professional experience in a variety of academ-ic library operations, including library information systems, technol-ogy, and computer applications. Commitment to a teaching library based on needs of students and faculty and to shoring of resources within the outside community.

Screening will begin immediately and continue until position is filled. Please send letter of interest, current vita, and names addresses, and phone numbers of at least three references to: Dr. Dimitrio Pachis, Vice-President for Academic Affairs, Eastern Connecticut State University, 83 Windham Street, Willimantic, Connecticut 06226.

Eastern is an AAC/EEO employer and is aggressively recruiting fernate and minority applicants in an effort to bring greater diversity to its work force and community.

LIBRARIAN

Mystic Seaport Museum

World renowned maritime museum is seeking an individual to oversee the operation of the Library and its collections. eration of the Library and its checkeds; nsibilities include: overall management and development of library services, collections, hudget and san for the susseline Blunt White Library, the coordination and support for staff research and academic programs, and participation in the management of the Museum as a Department Director.

Museum as a Department Director.

Qualifications: Advanced library degree from an ALA accredited program, experience in the administration of an academic or museum library, expurience with resources related to American Maritime Filstory and/or American History, knowledge of and experience with automated collection access systems, strong service orientation and ability to work effectively with groups and individuals.

To apply, send résumé and three reference to: Personnel Office, Mystic Scaport Museum, P. O. Box 6000, Mystic, CT 06355-0990, by August 16, 1092.

The most extensive listing anywhere of jobs available in higher education —

every week in The Chronicle.

Virgi<u>nia</u> Tech VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

UNIVERSITY LIBRARIES

The University Libraries are a member of ARL, and consist of Newman Library, branch libraries in Architecture, Geology, and Veterinary Medicine, and reserve collections in Northern Virginia. The collections number over 1.7 million volumes, with particular strengths in science and engineering Home of VTLS, an integrated online catalog, Virginia Tech offers outstanding opportunities in library automation. Applications are invited for five library faculty positions.

We are an equal opportunity, affirmative action employer with a commitment to diversity and we welcome applications from qualified women and minority candidates.

User Education/Humanities & Social Sciences Reference Librarian (2 positions available): Reports jointly to the Head of the Humanities/Social Sciences Reference Department and to the Principal Bibliographer. Participates in planning, implementing, and evaluating a comprehensive program of library instruction. Promotes library resources and services to the University community. Develops instructional materials and acts as resource person for other librarians in the department. Builds and maintains the collection in a humanities or social sciences field. Provides reference desk as scheduled, including some weekend and evening hours. Qualifications—Required: ALA-accredited MLS. Strong commitment to library reference sources in social sciences and humanities fields. Ability to communicate effectively with students and faculty, individually and in group sortings. Desired: Familiarity with computer applications in library instruction. Teaching experience.

tions in library instruction. Teaching experience.

Cataloger, Retrospective Conversion and Database Enhancement: Reports to Head, Cataloging Department. Coordinates the final stages of retrospective conversion of manual shell caralog and the upgrading of short bibliographic records to full MARC format. Works closely with all Cataloging Department personnel to ensure the timely and costeffective completion of the retrospective conversion project. When data conversionlenhancement is complete, the incumbent will be reassigned to a position within the department where his/her tkills can be utilized most effectively. Qualification—Required: ALA-accredited MLS; cataloging experience at professional or paraprofessional level. Knowledge of MARC formats, AACR2r, LCRI, LCSH. Experience with OCLC or another cataloging utility. Desired: Working knowledge of at least one foreign language. Experience with a lacal online system. Experience or interext in serials and/or U.S. documents cataloging flaperience with MARC authority and buildings formats; proven organizational and communications skills.

Science and Technology Cataloger Reports to Head, Science Cataloging Team. Catalogs monographic materials in all formers and languages in science and rechnology subject areas. Edits or creates MARC authority and holdings records. Assign LC classification numbers and subject headings. Participates in support and maintenance of the online public access catalog and in the recorspective conversion of the shelf catalog. Qualifications—Required: ALA-accredited MLS. Pamiliarity with AARC2r. Working knowledge of at least one foreign language. Undergraduate or graduate degree in a AARC2r. Working knowledge of at least one loreign language. Undergraduate or graduate degree in a scientific or technical subject area. Desired: Cataloging experience at professional or paraprofessional level. Experience with OCLC or another cataloging utility. Knowledge of MARC formats, LCSH, and LC classification. Experience with a local ordine system. Good organizational and communications skills.

skills.

University Archivist: Reports to Head, Special Collections Department. Responsible for developing and maintaining University Archives, including non-current administrative records, University publications, historical photographs, and faculey manuscript collections. Serves as liaison with the University records management program. Arranges and describes archival collections and prepares finding aids. Participates in reference services for Special Collections. Provides information about archival collections by preparing exhibits or presentations. Assists in the formulation of collection development policies and the acquisition of manuscripts and archives, particularly in the areas of arrangement and description. Knowledge of archival principles and practices. Ability to establish effective working relationships with researchers, collegues, and the public. Effective oral and written communication skills. Desired: Background in American history or history of higher education. Pamiliarly with computer applications in manuscript processing.

These five positions are full-time, 12-month library faculty appointments. Beginning professional salary from \$22,000 to \$24,500. Higher salary commensurate with qualifications and experience. Librarians are eligible for TIAA-CREP. 24 working days' vacation per year. Generous sick leave. Blue Cross/Blue Shield. Life Insurance. Tuition waiver.

To Apply: Send letter of application, résume, and the names, addresses, and telephone numbers of three references to University Libraries, Attn: Cathy C. Robinson, Personnel Assistant, P. O. Box 90001, Blacksburg, VA 24062-9001. Review of applications will begin August 17, 1992 and continue until positions are

An Equal Opportunity / Affirmative Action Institution

LIBRARY DIRECTOR **Dudley Knox Library**

NAVAL POSTGRADUATE SCHOOL Monterey, California

The Naval Postgraduate School invites applications for the position of Library Director. The ideal candidate will have an earned MLS degree from an ALA accredited school or equivalent, progressive administrative experience in a university, government or corporate environment and a record of innovation and creativity in resolving problems. An additional advanced degree is desirable, although not a prerequisite. However, administrative experience in both traditional and computer-based library methodologies is essential. The person selected for this position must qualify for a security clearance up to and including the level of Secret. The salary is negotiable, based on education and experience.

Responsibilities of the Library Director Include the management of a budget of approximately \$1,900,000, leadership of library staff, development of computational resources related to bibliographic and informational needs and coordination of the library's role in support of the Naval Postgaduate School's academic and research requirements. The successful applicant will have the opportunity to guide the library through a transition to the increased use of high technology resources. The Director is a member of the faculty reporting to the Dean of Computer and Information Services.

The Dudley Kney Library's collections include any 2006 000 memorable.

The Dudley Knox Library's collections include over 200,000 monographs and bound-volume journals. 825,000 classified and unclassified research reports in hard copy and microform, and 1,700 journal subscriptions. Approximately 35 percent of the research reports are classified as Secret and Confidential. The library is converting to an online system for catalog, automated circulation, acquisitions, and serials control (NOTIS). The physical plant is undergoing an expansion which, upon completion in early 1993, will increase the lotal available square feet to 95,000. The library employs a staff of 37 employees.

Stan or 37 employees.

The Naval Postgraduate School, a university accredited by the Western Association of Schools and Colleges, is dedicated to graduate-level education and research. Degrees are awarded at the master's and doctoral levels. The School's 37 curricula include programs in science, engineering, operations research, and public policy. There are approximately 1,800 students drawn primarily from the office corps of the U.S. Navy. The student body is otherwise composed of officers from the other branches of the U.S. Armed Services and from allied nations, as well as Department of Detense civilians. Of the approximately 350 mostly civilian faculty members, 98 percent are Ph.Ds.

Because the Naval Posigraduate School is a federal institution, applicants are required to submit an Office of Personnel Management (OPM) Standard Form 171. A curriculum vitae is also required. The new Library Director will assume his/her responsibilities no later than 1 July 1993. The closing date for applications is 1 September 1992. Send application and form 171 to:

Dean Barry Frew (Code 05) Naval Postgraduate School Monterey, CA 93943 The Naval Postgraduate School is an Equal Opportunity,
Affirmative Action Employer committed to cultural diversity
Women and minorities are encouraged to apply.

Director I, Occupational **Education & Economic Development**

The Los Rios Community College District is seeking qualified candidates for the position of Director I, Occupational Education and Economic Development.

This senter Director position has primary responsibility for matters pertaining to vocational education, job training and economic development for the district. This includes establishing and maintaining linison with local business, government and industry, developing and implementing programs to meet their educational and job training needs.

Requirements include: A master's degree from an accredited college/university with two years administrative experience in an institution of higher education. The ideal candidate will also possess knewledge of the following:

- Community College occupational education procedures and program development,
- The community college role in economic development. Sensitivity to and understanding of the divorse

backgrounds of community college students. Entering salary for 1991-92 was \$70,994.

Deadline: The position is open until filled. However, to ensure consideration, application packots must be received by August 18, 1692. For information and application atorials please contact:

Los Rios Community College District



1919 Spanos Court Sacramento, CA 95825-3981 Recruitment (916) 568-3112

The Los Ries College is an Affirmative Action (Equal Opportunity Employer and aspecially ancourages applications from members of minority groups, women and the disabled

Extension Services: Northern NY B/Bamarelda Counties, Nevada. This tenure-track
assistant or associate professor position is
with first University of Nevada, Reno Cooperaive Extension. It is located in Topopal.
Northern Nye County, Nevada. The Batension Educator will be responsible for an extension growth of the Area Director. The Extension Eduenting program impact under the direction
of the Area Director. The Extension Bducator will be responsible for managing the
occal office, supervising official positions,
interfacing with County Commissioners
and maintaining effective relationships
within the community. This work will fepolyer collaborating with County, Area and
State Extension professionals, paraprofessionals and vokute ors. The fixtension educator will also be expected to carry out a
program of applied research and publishing
in keeping with a University faculty position. This position requires a Master's degree and two years' Extension experience

of the Area Strictor of Financial
in the Commissioners of the County of the

Assistant Director of Admissions

Lock Haven University is located in Lock Haven, Pennsylvania, in the central region of the state along the West Branch of the Susquehanna River. With an enrollment of 3,700 students, including a branch campus in Clearfield, Pennsylvania, it is a multi-purpose institution offering bachelor's degrees in disciplines in the Arts and Sciences, Education and Human Services. The library contains over 340,000 volumes and 1,331 periodicals. Lock Haven University is one of the fourteen institutions in the State System of Higher Education with a special mission in the area of International Education.

Responsibilities: The Application Director of Admirations will assist to all

Responsibilities: The Assistant Director of Admissions will assist in all phases of admissions work, including such areas as credential evaluation and decision making, campus based interviews and presentations with prospective students, and extensive off-campus recruitment activities. The Assistant Director will assume various assigned special programs which will require coordination and implementation.

Qualifications: A master's degree is preferred and admissions experience or related experience is desirable. The position requires accomplished planning and organizational skills along with the ability to communicate effectively and relate to various publics. An individual with high energy is necessary to maintain heavy travel rusponsibilities.

Salary: Commensurate with qualifications. Salary range begins at \$28,016 for 12 months; paid holidays, paid hospitalization, life insurance, paid prescriptions, retirement (optional state plan or TIAA-CREF) and dental and vision care plans. Starting Date: September 1, 1992

plication: Forward letter of application and a detailed résumé and erences by July 27, 1992 to:

Mr. Joseph A. Coldren Director of Admissions Office of Admissions Lock Haven University Lock Haven, PA 17745

LOCK HAVEN UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

RESIDENCE LIFE POSITION

Rochester Institute of Technology

Rochester, New York

ASSISTANT AREA COORDINATOR

Major emphasis on Student Development in working with both hearing and deaf atudents who reside in the Residence Halls. Reports directly to the Advises Coordinator. Program responsibilities for major area wide events. Advises hall government, special interest houses, and Greeks. Works with Hall Directors to plan monthly staff development activities. Responsible for area level training for Resident Advisors. Responsible for administrative tasks related to facilities management. Live on optional. 12 month position, comprehensive benefit package, furnished apartment, and meal plan.

Requirements: Bachelor's Degree. Master's preferrade. Resident of the little plant.

Requirements: Bachelor's Degree, Master's preferred. Residence Halls experience working with Greeks. Must know or be willing to learn sign language. Ability to contribute to the college's commitment to cultural diversity, pluralism, and individual differences strongly preferred.

Application closing date is August 5. Position begins September 1, 1992. iterested candidates may apply by sending a résumé to:

Prank Ciccis, Area Coordinator Department of Residence Life Rochester Institute of Technology One Lonib Memorial Drive P. O. Box 9887 Rochester, NY 14623 (716) 475-2291

RIT is an Affirmative Action, Equal Opportunity l'amphayer.



STUDENT SERVICES **ADMINISTRATOR** University of Judaism

Growing liberal arts university seeks dynamic leader and team member to manage student services including; housing and residence life, activities and government, Jewish programming, counseling, student conduct, and other related functions. Reporting to the Vice President of Academic Affeirs, the successful candidate will be an affective higher education administrator, with proven ability in relating to undergradustes, strong Jewish background, and superior communication skills. Warm, collegist atmosphere promotes personal and professional development. Master's degree required. Pending funding, position is available as soon as nominee can begin. EOE (M/M). Send letter of interest, curriculum vitas, and names of three references by August 16 to: noss by August 15 to:

Or. H. Alexander University of Judais 15800 Mulholland Dr., Los Angeles, CA 90077

ment programs. Requires a Bachelor's Degree. exceptional communication skills, demonstrated inkintive and self-direction, and willingness to travel. Preferred are a Master's Degree and successful experience in Student Français Aid with emphasis on scholarship activity. Send letter of application, resume and the names, addresses and telephone numbers of three references to Gibbert H. Slezel, Student Français Aid, Miami Lintversity, Oxford, Ohio 43056. Screenins will continue from July 20 until selection of the appropriate candidate. Qualified women and minorities candidate occurraged to apply. Equal opportunity in education and employment milks.

ured Associate Professor in Plenish Language and Literature, beginning September 16, 1993. Salary compenitive. Exsendal Qualifications include Ph.D. in Flanish or its foreign equivalent completed by September 16, 1993. Native or near native fluctory in Flonish required as well as competence in either Danish, Norwegian or Swedish, Desired qualifications include, for Assistant Professor, publications of one or two articles; for Assistant Professor, publication of one or two articles; for Associate Professor, good publication record consisting of at least one book and three articles. For both Assistant and Associate Professor, ability to teach one other Scandinavian language and its literature. For Associate Professor, academic experience to include departmental programance. Responsibilities: Teach undergraduate and graduate level courses in language and fiterature. Maintain active re-

DIRECTOR, CAREER CENTER

Loyola University Chicago is a private, Catholic, Jesuit University with a diverse undergraduate and graduate population of 15,800 students. Guided by a comprehensive career davelopment model, the Caroer Center provides both career counseling and placement sérvices to students from four Chicago area cam-

Reporting to the Doan of Counseling and Developmental Services, the selected candidate will be responsible for engoing development, administration and evaluation of Career Canter dovelopment, administration and evaluation of career Center oducational programs and sorvices focusing on career explore. oducational programs and survicus recusing on career explora-tion, solf-assessment, action planning and partiful time job op-portunities. The director provides leadership and directs a sall of 11 in the development and implementation of goals that are in concert with the University's enrollment development philoso-than leadership the director maintains institutional relationship. phy. Intomally, the director maintains institutional relationships with academic and student affairs administrators. Externally, he director is responsible for establishing/maintaining contact with the employment community.

To qualify, you must possoss substantial experience with place roquality, you must possoss substantial experience with placement and career counseling responsibilities. In addition, significant administrative experience and a master's degree in a related field are required; doctorate desirable. Working knowledge of computer applications in the career counseling/placement field is considered a key advantage. Position's anticipated starting date is January 193 date is January '93.

Loyola offers a competitive compensation and benefits pack age, commensurate with experience and ability. Please submit letter of application, rosume/curriculum vita with names and addresses of three references by August 14th to:



LOYOLA **UNIVERSITY** CHICAGO Mr. Stan Hewitson Human Resources Loyola University, 6525 N. Sheridan Road

Chicago, IL 60626

Georgia State University Director of Recreational Services

Georgia State University invites applications and nominations for Director of Recreational Services. The Director of Recreational Services a member of the Student Affairs Division reporting to the Dono Sections. The Director will manage all programs, facilities, fiscal resonant personnel within the Department of Recreational Services, Qualitations: A master's degree in recreation, sports management or a dosey related field is required, a dostorate is preferred. Expenence as adresso or assistant director in higher education recreation administration and facility management, preferably in a large urban university setting. The successful candidate must be effective in interpersonal relationships and communications.

Applications will be received until the position is filled, however, applications will be reviewed beginning early Fall, 1992. Application should include a letter of application, curriculum vitae, and the names addresses, and telephone numbers of 3 references. Correspondent should be addressed to Dr. Williams R. Baggett, Dean of Students and Co-Chair, Recreational Services Director Search Committee, Georga 30303-3083.

ASSOCIATE DIRECTOR

Commission on Higher Education, Middle States Association of Colleges and Schools, regional hady accrediting nearly 500 institutions in DE, DC, MD, NJ, NY, PA, the Caribbean Position equivalent to upper-level academic administrator requiring earned doctorate, teaching and administrative background, experience in self-study and evaluation activities preferably in MSA region, apeaking and writing abilities. Required: Billingual Spanish/English and thorough working knowledge of higher education system in Puerto Rico. Demanding travel schedule, Minority and women applicants encouraged. Salary and benefits commensurate with position. Review of applications will begin August 9, 1992 and will continue until position is filled. Apply in writing only, including resume, to Executive Director, CREMSA, 384 only, including resume, to Executive Director, Chipmes, 384 Market Street, Philadelphia, PA 19104. An equal opportunity en-ployer

tearch program. Advise students and serve on departmental, college and university committees. Send letter of application, curiculum vitae, and three letters of recommendation to be Kazera friennsed. Chair. Search Committee, Departmental of Sciendinavian Languages and Literatura, Hangarian Languages and Literatura, Hangarian Languages and Literatura, Hangarian the same of the cast serving communication as the cast environment and dispressive of the cast serving communication as the cast environment and dispressive of the cast serving communication as the cast environment and dispressive of the cast serving and customer relations. Backets for the management environment and the service profit of the cast serving and customer relations. Backets for the management experience is made and customer relations. Backets are the constitution of the cast serving and customer relations. Backets of the cast serving and customer relations. Backets of the constitution of the cast serving and customer relations. Backets of the cast serving and the serving and customer relations. Backets of the cast serving and the serving and customer relations. Backets of the cast serving and customer relations. Backets of the cast serving and the serving and customer relations. Backets of the cast serving and the serving and customer relations. Backets of the cast serving and the serving and customer relations. Backets of the cast serving and the serving and customer relations that is a seen as the customer relations that is a seen as the customer relations that is a seen as the customer relations that a minimum, the proving and customer relations to the cast serving and the customer relations that a minimum, the proving and customer relations that the customer relations that is a seen as the customer relations that is and customer relations that is a seen as the customer relations

UNIVERSITY OF MISSOURI-COLUMBIA LIBRARIES

Head of Serials

HEAD OF SERIALS. The University of Missouri-Columbia is seeking qualifed applicants for the position of Head of Serials. Principal duties include
repossibility for the five units of the Serials Department: serials acquisitions,
repossibility for the five units of the Serials Department. Duties include
repossibility for the five units of the Department. Designs and
reposition or training of staff, solving of problems, and decision making
reposition work flows, and in consultation with Head of Technical Services
monitors work flows, and in consultation with Head of Technical Services
monitors work flows, and in consultation with Head of Technical Services
that allocates and assigns staff. Mornitors and/or expends the serials, blinding,
book repair, and replacement budgets. Supervises and evaluater Serials Departmentum thanks. Establishes and maintain good working relationships with
publishes and vendors. Reviews all orders for new subscriptions and standing
orders. Assists with budget planning for serials.

refers. Assists with budget planning for senous.

BEQUREMENTS: Requires minimum of a Master's degree from an ALAexceediad program. Additional courses in business or management desirable
to not essential. Minimum of three years' professional experience, at least
to of which must be in the seriels or acquisitions department of a university or
research library, are required. Additional technical services experience desirsize which with integrated library system very destrable. Familiantly with natical issues facing academic libraries such as sarial pricing, servials control and
dectroic journals very helpful. Ability to communicate well verbally and in
wing aptitude for working with figures and facility with foreign languages
helpful; demonstrated interpersonal skills; and supervisory experience helpful. MINIMUM SALARY: \$30,000 + for 12 months commensurate with educamiliture salars: \$30,000 needs to vacation days per year, vested retire-on after years, dental insurance, and other normal fringe benefits, includ-

ing 13% rumon waiver.

THE UNIVERSITY: The University of Missouri (MU) was established in Columbia in 1839. It is one of the five most comprehensive universities in the setting with nearly 250 degree programs. The University of Missouti-Columbia Libraries belong to ARI, serve a student body of 24,000 and a faculty of 1800 with a collection of over 2.4 million volumes and over 4.7 million moderns. An online catalog and integrated circulation system serves the far campuses of the University system.

COLJUBIA is in the middle of the state on 1-70, only 2 hours from St. Louis and Kanass City, and 1.5 hours from the Lake of the Ozarks major recreational area. The University and two other collages provide superb cultural events. According to the ACCRA composite Index, the cost of living in Columbia is very reasonable when compared with other university communities. AVAILABLE: October 1, 1992.

Smileter of application, names and addresses of three references and resme to Ms. Pat Burbridge, Personnel Coordinator, 104 (Cl 16) Ellis Library, University of Missouri-Columbia, Columbia, MO 165201-5149. To ensure consideration, applications should be received by September 15, 1792. The University of Missouri-Columbia is an equal opportunity and affirmative action

SOUTHERN ILLINOIS UNIVERSITY AT EDWARDSVILLE

DIRECTOR

OFFICE OF STUDENT WORK AND FINANCIAL ASSISTANCE

10 DECEPTION: Responsibilities include administering the University's financial aid pages feeding student coupleyment in accord with feeleral, state, and university against and policies; planning, coordinating and expersiong financial aid delivery spaces financial accountability, monitoring and reporting for tectral and state programs; designg and administering the interpretation and delivery of critical unionation about funcional administering the interpretation and delivery of critical unionation about funcion fielding indigiting, stating, and realization, and computerized facilities administering the funancial aid program in the contest of the University Computer and administering the funancial aid program in the contest of the University's confinence management and a Change delivers as accounted by the Assettat Vice. was an appearing administrating the functional and program on the control of the control of the Control of System (Inc.) and the Assistant Vice Project for the Assistant Vice Project for Administrations and Retentions who reports to the Project and Vice Projection who reports to the Project and Vice Projection.

TRU OF CONTRACT: Continuing (12 months); to begin as soon as prescible SUARY RANGE: Dependent upon qualific attents

OMMIFICATIONS REQUIRED; Master's degree to husiness or public, administration, seconding, finance, economics, higher critic adsorbitudent personned administration, or deely related field. Minimum of three years' experience as a future all and three for, associate discorp or assistant director at a regionally accredited follogie or university Demonstable record of successful employment performance in the following areas: (1) administering firms tell and regulations, procedures, principles and speciators (2) computerized financial and systems (preferably FAMS), (3) supervision; and histographic communication skills.

INSTRUCTION: Southern Illinois University at Edwardsville is a state supported, co-ductional institution with an enrollment of over 12,000 students and a faculty that number approximately 600. It is located in Edwardsville, Illinois, which is situated from influence from St. Louis, Missouri. COSING DATE FOR APPLICATIONS: August 14, 1992

SRIMITLETTER OF APPLICATION, DETAILED RÉSUMÉ, FULL SALARY HISTORY, AND TIRE LETTERS OF RECOMMENDATION RELATED TO EMPLOYMENT EXPERIENCE

Financial Assistance Director Scarch Committee Southern Illinois University at Edwardsville Campus Rox 1610 Edwardsville, Illinois 52026-1610

Coden Faculty position. Full-time, ten- | Responsibilities will include teaching and models appointment bentaning Sentem | publishing in at least two of the following the control of the

Grain Managements Director of Title [11]
and Grant Developer—512,791 to 540,312. a
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History: Instructor position in the history of carly modern Europe beginning September 16, 1992. Appointment is for agademic year 1992-93 but may be renewed for one additional year. Teaching responsibilities include survey courses in Western Civilization and advanced courses in early modern Europe. Candidates must hold Ph.D. by September 1, 1992, and demonstrate strong commitment to excellence in teaching and research. Send letter of septication, curriculation vitaes, and placement dosser to Professor Joseph R. Berrigan, Chair. Search Committee, Department of History, University of Occupa, Athens, Georgea 30502;

UNIVERSITY OF MISSOURI - KANSAS CITY

The University of Missouri-Kansas City is an urban commuter campus serving about 11,000 undergraduate, graduate and professional students. The Division of Student Affairs, consisting of 9 departments and 13 academic liaisons, offers the following position:

Director of Admissions

Responsibilities: Directs the admissions activities of all undergraduate, first professional and graduate programs of the university, academic advising for freshmen and sophomores in the College of Arts & Sciences, and the campus-wide scholarship program; serves as ilation to Missouri high schools and community colleges; develops departmental planning guides and budget requests; monitors operating expenses and supervises 18 staff directly and indirectly. This position reports to the Office of the Vice-Chancellor for Student Affairs.

Qualifloations: A master's degree, doctorate preferred, in student personnel administration, higher education administration or related acros. Five to seven years' experience in admissions; recruitment and acholarship program management or combination of experiences, including significant experience in budgeting and supervision.

The above position is available immediately, salary commensurate with experience and qualifications. Applicants should provide a complete résumé and cover letter with names, addresses, and phone numbers of three references. All inquiries and correspondence should be directed to:

Sandra Leach Human Resources University of Missouri-Kansas City 4825 Troost, Room 211 Kansas City, MO 64110

The University of Missouri is an affirmative action, equal opportunity institution.



Director of Planned Giving

Disabled American Veterans, a leading charitable organization serving disabled veterans, seeks a dynamic professional with a thorough knowledge of all aspects of planned giving to assume the newly created position of Director of Planned Civing.

Responsibilities will include the establishment, development, and administration of a deferred gifts program utilizing DAV's 1.1 million active membership file and 7 million donor database. This is a wonderful opportunity and challenge for the right person to build a Planned Civing Deportment from the ground up.

Position requires 5 years of planned giving experience, strong verbal and written skills, a working knowledge of charlable lax law and planned giving software. Candidate should be comfortable with personal telephone contacts and visits soliciting major and deferred gifts. We seek an experienced individual willing to make a career commit-ment to building a major planned giving program. Salary is negotiable and commensurate with qualifications. Excellent benefit package. Send your résumé, summary of accomplishments and salary require-

> Director of Direct Mall Disabled American Veterans P. O. Box 14301 Cincinnati, OH 45250-0301

برزاد الدعاء عزيرزيم برحائنا إفايز بدره محمر أزاه يوعدارا يبرغوس أزرم يرط فالرهبي والبريب الرائز هربة

DREXEL UNIVERSITY

Director of Development for the College of Engineering is responsible for working with the Dean of the College of Engineering and the Engineering College Advisory Council in planning and administering all development activities. Reports directly to the Assistant Vice President. Responsibilities include Identifying and soliciting Individual and corporate/loundation major gift procepets, initiating and coordinating the preparation of prospect proposals. Bachelor's degree and 3-5 years of development experience, preferably in higher education, required. Good verbal communication, writing and PR skills assential. Salary commensurate with experience.

Associate Director of Planned Giving. Drexel University seeks an Associate Director of Planned Giving to report to the Director of Planned Giving. This individual will assist in promoting and marketing the planned giving program; solicit prospects for planned giving experience are desirable.

Send résumés and application letters to Senior Vice President, Office of University Development 01-316, DREXEL UNIVERSITY, Philadelphia, PA 19104. Affirmative Action, Equal Opportunity Employer. No phone inquiries

History: Assistant Professor, for Seventh-Day Adventist College, Teach European and Church History and Western Civilization to undergraduates. Serve on committees and do other professional developmental activities, conduct research, advise students, etc. Requires Ph.D. or A.B.D. in History or Church History. Strong background in European and Church history and Western Civilization. Good teaching skills, including oral presentation. Evidence of scademic development including spublication, presentation at scholarly management, etc. Firm commitment to Christian higher education, and supportive of Spiritual mission and behavioral precepts of Seventh-Day Adventists. Good Church, character, and professional references. Clip advertisement and send with résuset to Oordon Thomas, Chalman; Department

California 94508.

Hotel / Reatawant / Travel: University of Massachuselts at Amherst. Head, Department of Notel, Restawant, and Travel Administration, College of Food and Natural Resources. Department Head to provide creative leadership in the scholarly design and govancement of the Department's teaching, research and Extension programs. Special siteation to be given to the development of an innovative and distinguished Ph.D. program. Doctorate required. Salary/rank commensurate with qualifications and exportence Position to commence September 1, 1993. Applications accepted tarili position filled. Interviews to begin Pall 1992. Submit applications letter, vites, and three letters of reference to Chairperson, Saarch Committee, c/o Dean, College of Food and Natural Resources, 117 Stockhofder Hall, University of Massachusetta, Amherat, Massachusetta 01003. The University of Massachusetta (1992).

PENNSTATE



DIRECTOR FOR CLIENT AND CAMPUS SERVICES OFFICE OF STUDENT AID

Penn State's Office of Student Aid seeks applicants for the position of Director of Client and Campus Services. This position is one of six Division Directors reporting to the Assistant Vice President for Student Financial Aid and provides leadership to 15 staff and numerous peer counselors responsible for delivery of high quality student financial aid services. Responsibilities include facilitation and coordination of individual student case resolution throughout the Penn State system, in conjunction with Financial Aid Representatives at each campus location. Specifically, the Division is responsible for all client correspondence, telephone inquiry service, direct counseling and advising of students, information dissemination, resolution of student concerns and appeals and liaison activities with other student offices at the University. It also manages the College Work-Study Program and entrance/exit loan counseling. The Director of Client and Compus Services share in the overall strategic planning and budgeting for the Office of Student Aid and in conjunction with the senior management team, share in responsibility for overall management of the office.

REQUIREMENTS: This senior level position requires a Master's degree plus a minimum of 3 to 4 years of current and effective experience in student aid administration in a highly automated environment. Applicants must evidence strong knowledge of student aid programs and procedures, have direct experience in significant staff supervision and lendership, exhibit strong planning and organizational development skills, excellent communication, counseling and interpersonal skills and be committed to continuous quality improvement. A strong commitment to the student aid profession in the educational process is necessary. Policy analysis and analytical problem-solving skills are required.

Penn State is located in central Pennsylvania and has a total enrollment of more than 70,000 students at 22 locations across the Commonwealth. Student aid programs are administered centrally from the Office of Student Aid at the University Park Campus under direction of the Assistant Vice President for Student Financial Aid.

Application review will begin August 7, 1992, and will continue until the position is filled. Please send cover letter, updated resume and the names of three references to:

Employment Division DEPT. #: C-0029 120 S. Burrowes Street University Park, PA 16801

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged to Apply

CHIEF FINANCIAL OFFICER

Grove City Coflege, a private, highly competitive, Christian college invites applications for the position of the college's chief financial officer. Primary responsibilities will include maintaining accounting systems, preparing financial reports and annual statements, and supervising the accounting stalf. In addition to begin capable of overseeing all general accounting, disbursements, and payroff, candidates should possess a thorough knowledge of fund accounting. A Bachelor's degree in Accounting is required, CPA preferred. MBA and work experience in a higher education setting are desirable. Salary is commensurate with qualifications. Eligible candidates should submit an application letter, résuné, and references by July 31, 1992 to:

Scott K. Poweil, Assistant to the President Grove City College Grove City, PA 16127

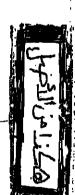
setts is an Affirmative portunity Employer.

portunity Emproyer.

Hotel/Kowismt Hotel and Tourism Marketing and Management Lecturer. HOSTA Hotel and Tourism School in Leysin, Switzeriand seeks a lecturer for Hotel and Tourism Marketing and Management from August 1992. Ability to give courses in other areas each as Finance/Accounting would be an advantage. Candidates should have a Master's degree and substantial relevant professional experience. This is a fish-time position with competitive stary: HOSTA has over 200 international students coming mainly from Burope; Leysin is an Alpine ski resort with many sporting facilities and a healthy climate. Please write with full relevant of the Company of the Co

industrial Engineering: The department in-vites applications for tenure-track appoint-ments. Qualified applicants should have a Ph.D. in Industrial Engineering or a related field. Applicants with interests in all areas of industrial Engineering or Operations Re-search will be considered, bowever partic-tian consideration with be given to those with experience in artificial intelligence.

Industrial Technology: Pull-time instructor to teach junior and senior level Jadasurial Technology courses, and teach general rechnology courses as required. Must advise students majoring in industrial Technology: serve on curriculum committee in Industrial Technology and recommend course schedule to sneet needs of current student body. Must have a Meater's degree in Industrial Technology. If interested, please send résumé to Dr. J. Horn. Jr. as



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E. W



As a result of program enhancements, the University of Maryland MBA program is initiating a search for two placement professionals:

DIRECTOR OF PLACEMENT

The Director is responsible for developing and managing all career planning and placement programs including on-campus recruiting, student advising, representing the College to its corporate constituency and directing the activities of the placement staff.

A graduate degree (either MBA or a degree in academic counseling) is desired and a bachelor's degree required. The position requires three to five years' experience in college placement, human resources or marketing. Experience working with MBA's preferred. Application deadline is August 3, 1992 or until the position is filled.

ASSISTANT DIRECTOR OF PLACEMENT

The Assistant Director is responsible for counseling students, internship development, management workshops, and the career resource center. Bachelor's degree plus a minimum of two years' experience in college placement, counseling, human resources or marketing; MBA or master's degree in academic counseling strongly preferred. Must have excellent communication skills. Application deadline is August 21 or until the position is filled.

The Maryland MBA program is the oldest graduate management pro-gram in the region and has been accredited by the AACSB since 1963. This year the B-School will move into a new \$22 million facility. Contain-ing more than 127,000 square feet, the new building will provide the best possible learning environment for MBA students.

possible learning environment for MISA students.

The University of Maryland at College Park is the flagship institution of the university's 11-campus system. With a mandate to become nationally and internationally recognized in research and the advancement of knowledge, College Park is emerging as one of the country's premier public universities. College Park serves as the primary statewide center for graduate education and research. The University enrolls approximately 24,600 undergraduate students and 9,000 graduate students. Applicants should submit letter of application, résumé, the names of three references, and salary requirements to:

Mark Wellman, Director MBA/MS Programs College of Business and Management University of Maryland College Park, MD 20742

The University of Maruland is an equal exportanity, affirmative action employer Women and minorities are encounaged to apply.

Social Scientist, Urban Research

The Social Science Research Council invites applications and nomina-tions for one or two professional staff positions whose responsibilities would be to develop and administer a program in urban research. Appli-cants must have a Ph.D. in one of the social sciences and should have substantive interests related in inequality, poverty, and intergroup rela-tions in American cliics, comparative international research on cities, and/ or research and policy on New York City.

Duties would include: establishing and maintaining relationships with individual scholars, academic institutions, foundations, and other organizations; preparing and negotiating grant proposals; planning seminars, workshops, and conferences, and overseeing fellowship and grants com-

Individuals with significant experience in teaching, research, program implementation, and/or administration are encouraged to apply. The Council strongly encourages minority candidates to apply.

Council salaries are commensurate with experience and qualifications. rovisions are made to enable professional staff to continue their professional development white at the Council. The Council hopes to fill this position early in 1993, and no later than the end of the 1992-1993 academic year.

Candidates should submit a letter of application, curriculum vitae, samples of written or published work, and names of three professional references. Nominations and application materials should be addressed to:

Urban Staff Search Social Science Research Council 605 Third Avenue New York, NY 10158

The Social Science Research Council is an Equal Opportunity Employer

Instructional Technology: The Center for Teaching and Learning, a support unit for faculty development at Western Keatucky University, invites applications for the position of instructional Technologist. Duscitors for instructional Technologist. Duscitors in the Content for Teaching and Learning; provide support for the integration of Sindent Development. Responsibilities include personal and immigration of instructional technology into the content of instructional technology into the creating and learning process; consult with reaching and learning process; consult with faculty members in the instructional/aducational applications of a variety of computer hardware; and participate in a variety of faculty development activities. Qualifications: Master's degree in Instructional Dealer, et al., Educational Technology, or related field; caperience as a designer, producer, and/or consultant on computer-based instructional applications. Salary associable; 12-month possition, supported by grant with anticipated term of 2 years. Sand letter of application, and résumé poluding names, addresses and phone numbers of three refarences by July 31, 1992 to Office of Academic Affairs, Instructional Technologiat Search, Western Kenzucky University, 1926 Russellville Road, Bowling Green, Kennucky 42101-3576. Women and misorities encouraged to apply. Affirmative Action. Equal Opportunity Employer.

Japanese Studies/Administration: Coordinator. The Center for Japan Studies of Telkyo Loretto Heights University has an oraning for a shil-done Program Coordinator to assist the Director in developing and carrying out the programs of the Center. Additional responsibilities will include assistance with administrative management, resource development, and public relations. Qualifications include a B.A. or higher degree in a rotated field, experience and familiarity with Asia and Asian culture, particularity Japan, significant administrative management, as perference with non-profit organizations and higher education, and participation in local and international volunteer organizations. Salary commensurate with experience and training. Send réaumé, coverletter emphasizing relevant qualifications. iton, Equat Opportunity Employer, Interfor Design; Pull-time junior faculty position, Bassist College, Portland, Oregon NWASC accreditation, Program enrollment 85, Bassist is a smull, private institution devoted to design and retail management. MFA or equivalent with baccalcurete in Interfor Design required. Apply to Personnel Department, 2000 Southwest Fifth Avenue, Portland, Oregon 97201.

EASTERN MONTANA COLLEGE

Billings, Montana CURRICULUM RESOURCE/ **EDUCATION LIBRARIAN** AP/AOP Tenure Track

EASTERN

The Library at Eastern Montana College is seeking a dynamic and energetic individual to inlagrate the Curriculum Resource Center into the Library. This tenure-track position will require the background and expertise in curriculum for K-12 education, leadership skills and the ability to work closely with faculty and students in the teacher education program. An appropriate termined degree is required for tenure track positions Rank and solary will be dependent upon education/experience and subject to collective bargaining agreement. The Eastern Montana College Library is rapidly becoming an automatic disvironment, with a new Dynk integrated system, numerous CD-ROM resources, and a commitment to library resource sharing and computer networking. This is an unusual opportunity to use your professional potential to design and implement an effective and modern curriculum resource center in a setting that affords strong professional library support to your encleavors.

The Librarian will have the responsibility of operating the Curriculum Resource Center as part of the Eastern Montana College Library. The current Center is to be moved from the School of Education to the Library, and the librarian will plan and develop both the collection and services to support a strong teacher education program. There will be the opportunity to teach occasional courses in Educational Technology and Media. Takecom munications, etc., and to provide liaison development bibliographic instruction. This librarian will also be an active member of the public services stall, with reference duties involving all hours of library operation.

all hours of library operation.

Master's degree from an ALA accredited library science program required; advanced degree in curriculum or aducation preferred. Candidates must submit letter of application, risume, and three recent letters of reference (letters must address applicant) a qualifications for the duties of the position). Applications received by August 1, 1992 will be given preference review, however, applications will be accepted until position is filled. For a detailed vacancy announcement describing position description, qualifications re-quired, and application procedure, contact the Eastern Montana College Human Resources Office, 1500 North 30th Street, Diglings, MT 59101-0298, (406) 657-2278.

EASTERN MONTANA COLLEGE IS AN EQUAL OPPORTUNITY.
AFFIRMATIVE ACTION EMPLOYER.

Director

Counseling / University Division

The University of Nebraska at Omaha is seeking an individual to be responsible for the management, administration, and supervision of the Counseling Center, University Division (an academio unit for undeclared entering freshmen studente). New Student Orientation, and Health Services. Dubes would include trahing, monitoring, supervising, and evaluating the performance of four professional counselors, two student services program administrators, and clarical support staff; coordinating services for students with disabilities; supervising graduate counseling interns, etc. A doctorate in Counseling, Counseling Psychology, or a closely related area and three years' experience in college student personnel administration required. Must be eligible for state licensure as a psychologist, counselor, or qualify for extinuit cardination as a counselor. This is a full-time regular uppointment starting August 10. Send cover letter, resume, and three current letters of reference to: Personnel Services, EAB 205. University of Nebreaka at Omaha, Omaha, NE 88182. Application review bugner July 20, 1992. An Affirmativa Action, Equal Opportunity Employer, Individuals requiring special assistance to complete the application process should contact the Personnel Services Office.

East Tennessee State University **COUNSELING CENTER**

East Tennesce State University invites applications from qualified individuals for the position of Director of the Courseling Center. The Center provides services to students with personal, carear, academic, and developmental concerns. The Center also provides extensive group and outreach programs, as well as training for master's level graduate assistants. QUALIFICATIONS: Earned doctorate in counseling or clinical psychology or related area of concentration. Minimum of three years's experience in counseling, preferably in a collegiate setting. Ability to work well with individuals and groups. Sensitivity to women's gate. Education and internship from APA-approved programs preferred.

SALARY: Twelve-month administrative appointment with 24 days' annual leave, 11

gist. Education and Internship from APA-approved programs perferred.

SALARY: Twelve-month administrative appointment with 24 days' annual leave. 11 holdeys, 12 days' sick leave. Paid state or TIAA retirement plan. Competitive basic healthy life instrance plan. Salary competitive and dependent upon quelifications.

UNIVERSITY: Regional state university serving approximately 12,000 students through eight colleges and schools lockuling a college of medicine.

STARTING DATE: Jenuary 15, 1993 preferred but negotiable.

APPLICATIONS: Review will begin September 1, 1992, and continue until position is alled. Send: 1) statement of interest highlighting competencies, 2) vits, 3) transcripts, 4) placement papers end/or latters from these current references (c) Office of Human Resources, Box 70,564, East Tennessee State University, Johnson City, TN 37614 0564

An equal opportunity, affirmative action employer which employe only U.S. citizens and allene authorized to work in the U.S. Women and mixority candidates are encouraged to apply.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe —

every week in The Chronicle.



Library of Michigan

Curator/Rare Book Librarian

The Library of Michigan is the state library, serving the legislature, state government and the general public directly and through statewide networking. The Library's collection of over 5.6 million items includes major collections of state of federal documents, Michigan topics, genealogy, newspapers, and public administration.

The Library is seeking a curator/rare book librarian responsible for administering its Rare Bad program. This includes planning programs, setting goals, adding to the collection through selection on purchasing, publicizing, and fostering use of the collection. Responsibilities also include conservation and preservation of the materials.

Qualifications include three years of professional experience in a research library working with me books, manuscripts or special collections. Masters degree in Library Science from an ALA-accredited program highly desirable; advanced degree or significant advanced coursework/research in an appropriate subject area.

Salary: \$17.26 - \$23.41 per hour (approx. \$35,99) \$48,693 annual), plus excellent fringe benefits

Submit resume and letter of interest to Ms. Robin VanAlstine, Personnel Officer, Library of Michigan P. O. Box 30007, 717 West Allegan St., Lansing M 48909 by August 14, 1992.

I qual Opportunity/Access Employer.



UNIVERSITY OF MISSOURI-COLUMN LIBRARIES

Health Sciences Information Services Librarian

HEALTH SCIENCES INFORMATION SERVICES LIBRARIAN DA Onto I often Fearth Sciences I drary, University of Misoni-Comban seeking quadried applicants for the position of Information Serontal binum. Principal diffice include providing general references serontal hitary users (including regularly scheduled evening hours), prioring online scarches on BRS, NI M, and Dailog; and user institution. REQUIRE-MENT NTS: Requires information of a Master's degree from a Al-accreciated program and excellent communication and interprised has Experience and/or confisework in health sciences librarianship adoba-searching, especially NLM, are destrable.

MINIMPIAL SALARY: \$21,000) for 12 months commensurate with obstron and experience. Benefits include 30 sugartion days per year, test refuencent after 5 years, dented insurance, and other normal final leasures.

THE UNIVERSITY: The University of Missouri (MU) was established Columbia, M() in 1849. It is one of the five most comprehense under the in the country, with nearly 250 degree programs. The J. Onolan Health Sciences I ibrary, built in 1985, has a steff of 9 ubrains all number of resoluted. paraprofessionals. If serves as the resource library for westen lies under the NN/LM program, and houses a collection of 190,000 value. COLUMBIA is in the middle of the state on 1-70, only 2 hours from Lauris and Kunsas City, and 1 5 hours from the Lake of the Oath nigrecreational area. The University and two other colleges provide spaticularial events. According to the ACCRA composite index, the odd living in Columbia is very reasonable when compared with other admits the committee.

AVAILABLE: October 1, 1992

Send letter of application, names and addresses of three references in resume to Ms. Pat Burbridge, Personnel Courdinator, 104 (MB) B. Library, University of Missoutri-Columbia, Columbia, MO 6520-518 R ensure consideration, applications should be received by September 1992. The University of Missouri-Columbia is an equal opportunity and formation artistic action.

Labor Stadies Industrial Relations: Currection. Department Head Peop State. The advertisement in July 1, 1992 issue Ipage Blot stated the wring year for position availability. The whethern wheals have read "Prosition availabile July 1, 1993." Applications received by September 15, 1992, will be assured of consideration. However, applications will be considered until roution is filled. Send letter of apply attain, current vita, and the passes of three references by Regald 1, Julipella, Chair, Search Committee, The Fransylvanus State University, Department of Labor Studies and Industrial Relations. Box 97, Okt Botany Building, University Permytyning 16802. An Affirmative Action, Equal Opportunity Implement Action, Equal Opportunity Englisher.

han Technical Services Librarian, Wilhan tiding Library, Under the general
synthesis of the Head of Technical Serventions in the acquisitions and
the generalism of the College Lithe Generalism of Michigan, 217 West Allegan, Lannes,
Michigan, 217 West Allegan,
Michigan, 217 We

tibrary: Public Services Librarian. Tenure-track faculty position at small State univer-sity effective September 1, 1992, or suon thereafter. Required. Graduate work from ALA-acredited school, strong background in reference and bibliography. Desirable, Relevant academic library experience, ad-ditional study in computer science/informa-tion to sterm. Minority applications en-courages. Send letter, vitue, at least three current letters of reference, transcripts of all college work by August 3 to Dr. Net Suider, Livingston University, Livingston, Alabama 33470. Equal Opportunity Em-ployer

Library: Interlibrary Loan Labrarian (University of Southern Colorado, Pueblo, Colorado). Administers Interlibrary Loan Section including supervision of student employees Responsible for all interlibrary loan operations including OCLC Facilitates DIAL, OG online databate searching. Other duties as assumed by Department Chair, Some night and weekend duties. Appropriate degree required. One year's interlibrary loan experience required. Good pransizational shift and demonstrated public service orientation essential. Databate searching experience preferred. Salarry negationals dependent upon qualification. Send letter of applications; carriculation.

FACILITIES PLANNING OFFICER

The University of Toledo invites applications for the position of Facilities Planning Officer. This position reports directly to the Associate Vice Prosident for Administrative Affairs, 8udget & Planning. The University of Toledo is a regional teaching/research facility with 51 major buildings on 255 acres serving over 25,000 students. The campus is located in a residential neighborhood in the Greater Metropolitan Toledo area.

The successful candidate will be responsible for managin, the Office of Facilities Planning which coordinates the capital activities of the University, including developing program statements for individual projects, selecting architects and other consultants and project statements for individual projects, selecting architects and other consultants and project managers; preparing project budgets, monitoring all phases of University capital projects from programming to design through construction, and providing leadership for the Office of Facilities Planning Officer must interact with various constituencies within the University, and regulatory agencies in local, state, and federal government.

Applicants must possess a degree in Architecture, Planning, Engineering, or related field. Applicant should have at least 10 years of experience in facilities planning, and preferably five years of supervisory and management experience directing facilities planning, design, or construction management. Candidates must have excellent communication and organizational skills, and be a team builder. The Ideal candidate will possess an MBA, MPA, or other related graduate degree. Facilities planning experience in a university or the public sector is desired. Salary is competitive and commensurate with experience.

The University will begin reviewing candidates on July 27; the position will remain open

Letters of application, resume, and a list of at least 3 professional references should be sent to: Gary D. Sautter, Chair, Facilities Planning Search Committee, The University of Toledo, Toledo, OH 43606-3390.



Equal Opportunity/Affirmative Action Employer



HEAD REFERENCE SERVICES

The University of Tennessee, Knoxville

The University of Tennessee, Knoxville Libraries Invites applications and nominations for the position of Head, Reference Services. The department is the primary informational services component of the University Libraries providing assistance to all academic subject disciplines except Law.

Responsibilities: Manages the Reference Services Department which provides information services to faculty and students in all disciplines except Law. Responsibilities include managing a department with 17 library faculty and nine support staff, whose duties include general and subject oriented reference services, database search services, library instruction, and ilbrary-wide collection development. Government Documents and Microforms is a unit within the department. Works with a team of five coordinators in Reference Services to identify needs, establish priorities, and plan, implement, and evaluate programs. Provides leadership in developing innovative reference services. Oversees the development and growth of Reference Services faculty. Serves as a member of the Libraries Management Group. Advises and reports to the Dean of Libraries.

Qualifications: Required: ALA-accredited MLS degree; substantial professional experience in an academic or research library; extensive knowledge of reference sources and collection development practices and procedures; demonstrated ability to provide effective leadership in a climate of change. Strong commitment to providing quality services; clear knowledge of new technologies and their applications in enhancing user services excellent oral and written communication skills; effective interpersonal skills including the ability to work with faculty, administrators, and library staff; and evidence of professional and scholarly activity. Preferred: At least five years' experience as a reference librarian. Supervisory experience in a large academic or research library.

Environment: The University of Tennessee is a multi-campus system of higher education and the State's official university and federal land-grant institution. UT, Knoxville is the major comprehensive university in the four-campus system. More than 19,500 undergraduate and 5,875 graduate students are enrolled in 15 colleges and schools and 51

The UT, Knoxville Libraries, with an annual budget in excess of \$8.0 million, holds 1.7 million volumes and receives over 17,000 current serials. The libraries system includes the John C. Hodges Library and six branches. The Hodges Library facility was completed and occupied in September, 1987. Over three hundred persons are employed. The libraries is a member of SOLINET, the Association of Research Libraries, and the Center for Research Libraries.

Ilbraries is a member of SOLINET, the Association of Research Libraries, and the Center for Research Libraries.

Salary and Benefits: Appointment salary will be based on qualifications and experience with a minimum of \$40,000. Faculty rank will be Associate Professor. Librarians at the University of Tennessoe, Knoxville have faculty rank and status and are appointed for twelve months. This is a tenure track appointment. Library faculty must meet university requirements for promotion and tenure. Faculty have their choice of a state reliement plan or TIAVCREF. Non-refundable contributions to either retirement plan are paid for the employee by the university. Group health and life insurance plans are available. Tuition remission is available to university employees; partial undergraduate tuition remission is available to dependent children and spouses of UT employees.

Review of applications will begin September 15, 1992, and continue until the position is filled. Send letter of application, resume, and names and addresses of three references to:

III Keally Human Resources The University of Tennessec Libraries 1015 Volunteer Boulevard Knoxville, TN 37996-1000

UTK is an EEO/AA/Title IX/Section 504/ADA Employer-

Assistant to the Dean

UMAB's School of Nursing seeks an Assistant to the Dean to serve as the pincipal staff member responsible for Dean's Office operation and staff coordination. Duties include: coordinating the development and submission details for meetings; administration of all projects, policies and procedure of the Dean's office; writing substantive reparts and correspondence; that analysis; and coordinating special projects.

A lister degree in policy studies, public/business administration, or risks feld; three years' project/administrative experience is required, to year of supervisory experience is highly destrable. Experience at sates institutions or in the health care field helpful. The successful confidence in the health care field helpful. The successful confidence in the health care field helpful. The successful confidence in the health care field helpful. The successful confidence in the health care field helpful. The successful candidate should be detail-oriented.

Position is available immediately. Salary commensurate with qualifications, Send résumé, letter of application, and list of three references by lay 31, 1992 to receive full consideration.

The School of Nursing at the University of Maryland at Haltimore is a leaf in education, research, and service and provides a stimulating and challeging work environment. The Assistant to the Dean, reporting directly to the Dean, will play a key role in our continued success. UMAB offers a competitive salery and benefits package including tuition remission to all University of Maryland System schools. Candidates should statistical package to:

John K. Dent
Employment Representative
Office of Human Resources Management
UNIVERSITY OF MARYLAND AT BALTIMORE

An Equal Opportunity. Affirmative Action Employer

LeMOYNE-OWEN COLLEGE Division of

Business and Management

LeMnyne-Owen College is an historically Black college located in Memphis, Tonno a growing distribution and business center with a population of about 800,000. Position is Associate or Professor of Business Administration Qualifications: An estned Ph.D. or D.B.A. is required in any of the following disci-place: Accounting, Marketing, Management or Finance, and Management Information Systems. Teaching, administrative and business esperionces are desirable.

Position 3: Assistant Professor
Qualifications: Minimum of a master's degree with a strong microcomputer application
Annual cities and any if the following disciplines: Finance or Marketing or Management
Information Systems.

Salaries: Competitive. Depends on qualifications and experi

Interested persons must sond a letter of interest with resume, unofficial copies of transcripts for graduate degrees and three (3) letters of reference seat directly to the following: Professor II. D. Rojendra, Chairman, Division of Business and Management, LeMoyne-Owen College, 807 Walker Avenue, Memphis, TN 38126 Applications will be received until the positions are filled.

LeMoyne-Owen College is an affirmative action, REO employer.

Porterville College

CO-HEAD FOOTBALL/BASEBALL COACH

Qualifications: Master's degree in Physical Education OR equivalent. Salary: Up to \$49,403 based on education, experience and 195-day contract. Excellent fringe benefit package. Deadline: July 31, 1992.

CONTACT: Personnel Office Porterville College 100 College Avenue Porterville, CA 93257 (209) 781-3130



A calendar of forthcoming meetings, conferences workshops, and institutes of portance to scholars and college administrators ---

every week in The Chronicle.

Supervisory Librarian
(Editor, Dewey Decimal Classification)
DECIMAL CLASSIFICATION DIVISION,
COLLECTIONS SERVICES
GS-14, 554-607-570,987
GS-16, 864-233-881,502
Vacancy Announcement #21125

Successful applicant will be working under the appreciation of the Division Chief and server as the principal technical authority, avenueling the Classification's development and servison. Its application to books and other materials, and its growth in the electronic environment. This individual serves as leader of the live person Editional Team, employing form management principles in accomplishing editorial wait. Condictio will promote understanding of the Classification by preparing reports and at ticla and by developing and prosenting workshops wouldwide the unambent devolops methodology for securing data on the state of current knowledge in all subjects and not this knowledge is reliacted in materials being published, and promotes innovative solutions in adopting the Classification to the growth of knowledge.

MINIMIM GUALFICATIONS. One year of specialised exponence which the domonstrated expert knowledge of the heavy structure and use of the Dewey Decimal classification for this position at the GS-15 level in the Federal service or at a comparable level it outside the Federal service or at a comparable level it outside the Federal service or at a comparable level it outside the Federal service or at a comparable level it outside the Federal service or at a comparable level it outside the Federal service. For a complete copy of VA 20125, application and lequired forms call (2027/07/47 or while to the Library of Congress Human Resources Operations Otice, Room LM-07, Oi independence Avenue, SE, Woshington, DC, 20340 Application deadline is August 9, 1992.

THE LIBRARY OF CONGRESS

The Library of Congress
of Co. Exect Opportunity Employer

ium visse; and names, acidresses, and tele-phone numbers of three recent references. Screaming will begin on August 3, 1992; ap-plications will be accepted until position is plications will be accepted until position is plications will be accepted until position is the accepted until position is

Library Director, Zaneaville Campus Library. Ohio University, Zaneaville/Muskinsum Area Technical Colleae. Available: September, 1992. Salary: \$32,000. Salary: \$32,000 depending on qualifications. Responsibilities: the position of Library Director heads a shared library facility with a combined collection of \$67,000 volumes, \$10 journals, approximately 2,300 FTB students on a shared carquis offering Associate Degree programs, full undergraduate programs, and some graduate programs. The Director is responsible for working with two different institutions, for overall sibrary administration and services, instruction, technical services, gardicipation in planning and development, and shalf supervision. Qualifications: must be service oriented and possess effective interperson al skills. M. L. S. degree from an ALA secredited institution, minimum of two years professional experience in an exadence library. Demonstrated expertise in information technologies and automated libraries; understanding of the technological issues feeting scademic libraries; knowless

Library: Reference Librarian—search re-opened, \$73,372 to \$18,747 depending on experience, Minimum of a Master's degree in Library Science or equivalent from an ALA-accredited institution. First review of applications will begin August 10, 1992. In-quires Artzona Western College, Personal Department, P. O. Box 529, Yuna, Artzo-ua 85366; or call 602-344-7504, AA/HOE.

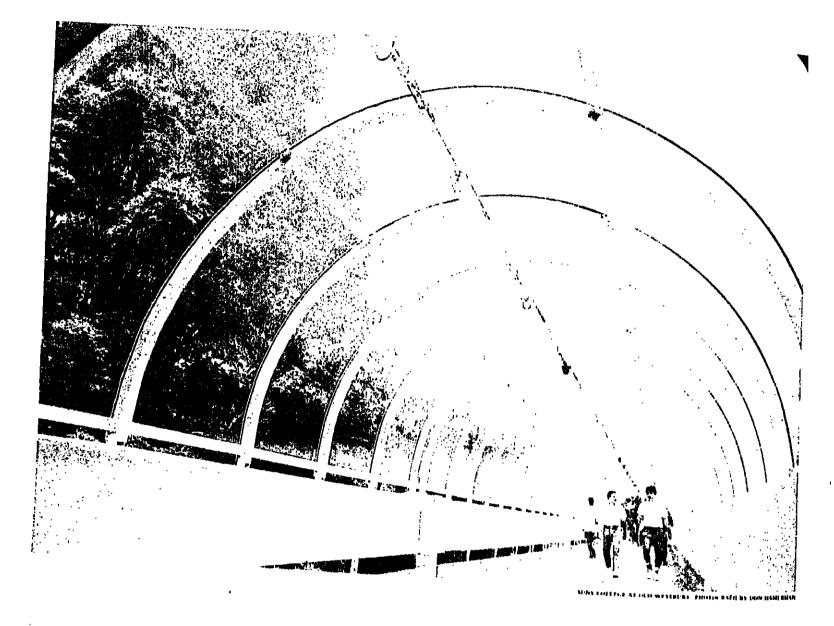


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The Chronicle: Your Window on Academe



Treat yourself to your own subscription. Mail this coupon today and start your subscription to The Chronicle of Higher Education. ☐ Bill me \$67.50 for 49 issues (1 year). ☐ Bill me \$37.75 for 24 issues (½ year). I prefer to be billed in three monthly installments. □ Please charge my □ Visa □ MasterCard □ American Express Exp. date _____ Signature _ D2892

Library Systems Manager Swem Library

BULLETIN BOARD: Positions available

College of William and Mary

Swen Library invites applications for the position of Library Systems Manager. Oversees and coordinates maintenance of VTLS integrated library system; supports microcomputer applications for patrons and staff; supersist and coordinates one full-time and one part-time staff in Systems Office; provides technical expertise in telecommunications and networking; participates in policy decisions and planning for all aspects of library automation; performs special projects and other related duties as appropriate. Reports to the Assistant University Librarian for Automation and Bibliographic Con-

rel.

Required: ALA-accredited MLS or other advanced degree, preferably in computer/information science. Minimum 3 years of computer operations experience for equivalent combination of education and experience); awareness of major issues in the use of technology in academic libraries and the academic community; awareness and expertise in the use of incrocomputers; demonstrated organizational, analytical and problem-solving skills; superior communications skills and ability to work well with library staff at all lesels, others from the academic community, vendor representatives, etc.; operational knowledge of the MARC formats, flexibility and the ability work within deadlines. Desired: Familiarity with and experience in using microcomputers, minicomputers, networks, telecommunication systems, library integrated systems, open systems design and standards, and client-serier applications; knowledge of universities, libraries, and their information systems; user training or teaching experience. non systems; user training or teaching experience. Salary: Minimum \$34,000.

Twelve-month appointment. Benefits include twenty days' annual leave, choice of tetrement systems, and other liberal benefits.

choice of returement systems, and other liberal menerits.

The College of William and Mary, a state-assisted university, celebrates its 30th anniversary in 1993. VTLS online catalog; over 600,000 bibliographic records; available in nine campus libraries and via digital voice/data network; online catalog, acquisitions, cataloging, authority control, circulation, and resive modules fully operational; serials control being implemented. Over 60 microcomputers (Macs and IBM-compatibles); several local area networks. Endowment funds for automation recently received. Campus and Library are actively planning for future developments in automated library systems and campus-wide networking.

Send lener of application, résumé, and names, addresses, and phone numbers of three current references to: Library Systems Manager Search Commune, E. G. Swem Library, P. O. Box 8794, College of William and Mary, Williamsburg, VA 23187-8794. Review of applications will begin by 20 and continue until the position is filled. The College of William and Mary is an Affirmative Action, Equal Opportunity employer; women and

PENNSTATE



HEAD COACH WOMEN'S GYMNASTICS

Combined (48-week faculty) position in the Department of blecollegiate Athletics and Department of Exercise and Sport Science. Master's degree preferred, Head Coach of the Women's Gymnastics Team in Intercollegiate Athletics, Responsible for organization and administration of the Women's Gymnastics Program; responsible for coaching, recruitment, promotion, and all other aspects of the Intercollegiate Women's Clymnastics Program. Head coach experience with coaching collegiate-aged shleties preferred. A thorough knowledge of NCAA tules is required. Teaching in Exercise and Sport Activity Program or dergraduate majors program as qualifications permit

Send letter of application and resume to LINDA WOODRING, PERSONNEL SPECIALIST, INTERCOLLEGIATE ATHLETICS, DEPT. CHE; 256 RECREATION BUILDING, UNIVERSITY PARK, PA 16802, by

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged to Apply

strong of eight who perform carbe mannared environments of a 400,000-credited M.L.S., againfications: Al.A.-accredited M.L.S., againfication technical territory accredited catalogue stells. Strong and catalogue stells. Strong and written communication shills. Bloom in howedge of AACR2 rev., 1.7. Strongs, and OCLC is required. Strong strice orientation and catalogue and classification. MARC strong strice orientation accredited accredited and accredited accredited and accredited accredited and accountable and the strice of the strice of the strong control of the strong strice orientation and continuous of the strong strong control of the strong strice or strong control of the strong strong of the University 1 Interior. In the strong strong strong control of the strong strong strong strong strong control of the strong co

UNIVERSITY **# DUBUQUE**

DIRECTOR OF **UNDERGRADUATE ADMISSION**

The University of Dubuque is in the process of searching for a Director of Undergraduate Admission responsible for the recruitment of audents who can benefit from and contribute to the University.

An institution of 1200 students, representing over 30 foreign countries and 33 states, the University is committed to cultural diversity and stewardship of our environment. The student population at UD includes 6% people of color and an additional 15% international students. The University is a Presbyterian institution that respects and encourages an inter-faith community in respect to Judeo-Christian values. Academic strengths at the undergraduate level include: liberal arts, environmental science, business, pre-law, computer science, aviation and a unique tri-college program in education.

The first city in lows, Dubuque, population 60,000, is graced by stately Victorian architecture on the banks of the Mississippi River. Ski slopes, caves, festivals, river cruises and parks attract people year round to this popular tourist community.

The Director of Undergraduate Admission should possess excellent, proven written and verbal communication skills, be highly organized, reative, and have a team-oriented approach to management.

Applicants are required to have a baccalaureate degree and a minimum of five years of higher education experience, with at least three years in a marketing driven admissions office. A master's degree is preferred. The Office of Undergraduate Admission is research-based with emphasis on market segmentation. The candidate should have experience and/or knowledge in direct mail, marketing, publications, telemarketing, market cultivation, evaluation and assessment and budgeting.

This position is open until the appropriate candidate has been selected. All applicants should submit a letter of application, vitae, and a one page statement on how they would manage an admission office at a private, small liberal arts institution. Salary and benefits competitive. Applicants should send materials to Mitchell J. Pies, Vice President for University Advancement, University of Dubuque, 2000 University venue, Dubuque, Iowa 52001-5099.

The University of Dubuque is an Equal Opportunity Employer.



Azusa Pacific University DIRECTOR OF DEGREE COMPLETION PROGRAM

Azusa Pacific University is seeking applications and nominations for this 12month administrative position. The university is in the process of developing a degree completion program and is seeking immediate leadership for the program. The first offering is a business administration degree.

Initially, the director reports to the Dean of the School of Business and Management and is responsible for development of the program, hiring and supervision of professional staff, and interacting with faculty, deans, and

Requirements: A doctorate. In addition, candidates must exhibit a strong Christian commitment and must show significant experience and demonstrated leadership in degree completion programs.

Compensation: Salary and Lenefits are competitive with similar institutions

Application procedure: Send letter of application, vita, and names, addresses, and phone numbers of four references to Azusa Pacific University, Attention: Dr. Don Grant, Assistant to the Provist; 901 E. Alosta Ave., Azusa, CA 91702. After prehadinary screening, an API faculty application will be sent to selected applicates for completion and submission, along with official copies of transcripts. Screening of applicants will hegin immediately and will continue until the position is filled.

Azusa Pacific University is a distinctively Christian, coeducational, liberal university, accredited by the Western Association of Schools and Colleges. It offers educational opportunities for baccalaureate and master's degrees. As an evapoetical Christian instantion, APU affirms the supremacy of Christ in all ateus of life and expects its employees to model Christian values in their professional and nonprofessional activities.

Azirsa Pacific Cintersity does not discriminate on the birth of sex, race, age, distributy, national or above roigh, or status as a velocial in its propertie, politics, or pro-extuns. Manurities and women are unject to apply

Director of Administrative **Information Systems**

Brooklyn Law School, an independent institution, seeks an administrator to manage a 40-user system serving its admissions, financial aid, registrar, bursar, alumni, development and placement offices. The system is maintained on a Prime 4050 utilizing Primes, Prime Information, and the Colleague academic database management system. The Director will have operational responsibility for all aspects of the system. Responsibilities include customizing application software for institutional needs, design and implementation of training programs for user community troubleshooting, system maintenance, implementation of upgrades, making purchasing recommendations, and dealing with vendors.

Requirements: Extensive relevant experience; college degree strongly preferred. Salary commensurate with experience. Excellent benefits package.



A list of application deadlines for grants and fellowships ---

every week in The Chronicle.

MIDDLE TENNESSEE STATE UNIVERSITY

Director

June Anderson Women's Center

Duties and Responsibilities: The Director serves the University as; a general resource for education support services; a specific student affairs resource for women's issues and concerns in higher education; and administrative head responsible for supervising counselor, serverary and graduate assistant Director occasionally serves as instructor for the Women's Studies Program. Qualifications: A Master's degree is required as well as five years' professional experience with women's issues and/or teaching practice in areas related to Women's Studies, with at least two of the five in higher education. A Ph.D. is preferred. The position also requires proven skills in managing people and finances with the ability to speak and write well.

Hiring Range: \$27,000 to \$30,000 annually.

Filing Procedure: Interested applicants should file. [1] a cover letter indicating interest and including thoughts about the role of a women's center on a university campus (SPECIFY THE ABOVE JOB TITLE IN YOUR LETTER); (2) a current résumé including professional work experience, academic back-ground, and three or more references with telephone numbers and addresses; [3] an MTSU Application for Employment Form (available by calling 615-898-2929).

Filing Deadline: August 3, 1992.

SLIBMIT APPLICATION MATERIALS TO: PERSONNEL OFFICE MIDDLE TENNESSEE STATE UNIVERSITY MURFREESBORO, TENNESSEE 37132



CAREER SERVICES

ASSISTANT/ASSOCIATE DIRECTOR

Brooklyn Law School seeks a professional for expanding office to provide career services to law students and alumni. Duties will include counseling, developing placement opportunities, conducting workshops, organizing informational programs, writing publications and preparing statistical reports. J.D. and strong speaking, writing, and administrative skills required; placement experience preferred. Salary is competitive. Send resume to Joan A. King., Esq., Director of Career Services, Office of Placement and Career Services, Brooklyn Law School, 250 Joralemon Street, Brooklyn, NY 11201.

library, Old Dominion University. Reference Libraria—Business. The incombent serves as subject specialist is business and related disciplines and is responsible for providing knowledgasible reference service in print and automated recoverse in business; developing and maintaining an active obbliographic instruction program supportions a wide variety of business classes; selecting and developing the business reference and circulating collections; and majntaining communications with the faculty in the College of Business. As a member of the university library reference department, the incumbent also provides general reference service on a regular basis, working algebra and weekeeds on a rotating basis. Qualifications: Required—an ALA-accredited master's degree in abrary science. Prefered—experience la providing business reference service in an academic, special, or large public library; experience in library instruction and/or teaching; educational background in a business discipline. Other qualifications: include the shifty to work effectively with faculty, students, and library staff at all levels; excellent oral and written communication skills; and a strong commitment to public service. Salary range \$24,000 to the upper \$20 to. For full consideration, send letter of application, résumé, photocopies of all academic transcripts, and the names, addresses, and phone rum-



EAST STROUDSBURG UNIVERSITY

invites applications for the position of

ATHLETIC DIRECTOR (Search Extended)

The Athletic Director holds faculty status within the newly created Athletic Department, and reports to the Provost/Vice President for Academic Affairs. The Athletic Director must provide overall leadership for the intercollegiate Athletic Program, including the establishment of a close liaison with student leadership, faculty, the intercollegiate Athletic Committee and the Administration. The Athletic Director is responsible for developing and administering an annual budget, supervising and coordinating all personnel assigned to the intercollegiate Athletic Program, coordination and oversight of athletic facilities, supervising the scheduling and operation of all athletic cortests, overseing eligibility certification of student-athletes, and monitoring the Athletic Granis-In-Add Program. The Athletic Director will be responsible for furthering financial support and awareness both on and off campus for developing a long-term plan for the intercollegiate Athletic Program.

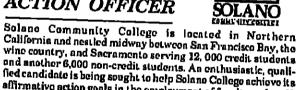
Candidates must possess a master's degree and have three to five years of

Candidates must possess a master's degree and have three to five years of experience in athletic administration or related experience. Candidates should provide evidence of both their superior leadership skills and their ability to evok with culturally diverse populations of students, university faculty, staff and administration, alumni, and the public. Candidates must be committed to high academic standards, the NCAA Division II philosophy, and to ensuring strict compilance with regulations governing intercollegiale athletics and all applicable University. Conference and NCAA rules, as well as Title IX and Affirmative Action/Equal Opportunity guidelines. Demonstration of effective communication skills and fund-raising abilities will also be highly considered. East Stroudsburg University is a member of NCAA Division if and of the Pennsylvania State Athletic Conference. The University currently offers 18

Salary is based on academic rank commensurate with qualifications and experience. Excellent benefit package. Review of applications will begin on or about August 15, 1992 and continue until position is filled. Qualified persons interested in this position must forward a letter of application describing qualifications for the position, a current vita, and three letters of recommendation to: Dr. Frank M. Pullo, Chair, Search and Screen Committee for Athletic PA 18301.

ESU is an ANEEO employer MF/HVV. A Pennsylvania State System of Higher Education University

AFFIRMATIVE ACTION OFFICER



affirmative action goals in the employment of faculty and staff. Minimum Qualifications: Experience or education equiva-lent to a bacholors degree in an appropriate field and demon-strated experience/knowledge of Aftirmative Action laws and

Benefits: Prorated health and welfare benefits for employee and dependents; paid helidays and vacation.

Assignment: 4 hours por day/12 months per year. Salary: \$19,252.50 (entry level)

Beginning: 10/1/92 or another mutually agreeable date. Deadline: August 3, 1992 at 5:00 p.m.

For information and application contact: Solano Community College 4000 Suisun Valley Road Suisun, CA 94585 707/864-7128 EQUAL OPPORTUNITY/AFPIRMATIVE ACTION EMPLOYER AND ENCOURAGES MINORITIES AND WOMEN TO APPLY

Library: Database Services/Reference Libraryian. The University of Pittsburgh seaks a proactive, creative and flexible libraryian to be responsible for online acceptance, for social sciences and humanities reference services, and library featureion. The reference environment in the Hillman Library includes an integrated NOTIS-based catalog, a CD-NET system, a public access workstations and integrat access. This power is a standard to the control of the OCLC terminal, atandalone CD-ROM workstations and internet access. This position reports to the Coordinator of Danbase Services, and assists in installing services, and installing services, and installing services, and united States chizenship or ceal right to work in the United States. States of information assists, and advertises of microcomputer and CD-ROM systems, library instruction or reference experience, and the ability to work well with others. Rapic commensurate with qualifications. States of the commensurate with qualifications will be commensurate with qualifications. States of the production of a wide range of commuternet and popular and assistance of a wide range of commuternet and popular in the production of a wide range of commuternet populars, responsible for participating in the identification and set keave posicies. Applications must be received in writing, including a resume and three letters of receipting a resume and three letters of receipting as resume and three letters of receipting and the receiption of the receip

University Of Minnesota Director of Bookstores

The University of Minnesota is seeking applicants for the position of Director of Bookstores for the Twin Cities Campus. The Director is responsible for directing and coordinating the activities of four full-service bookstores including product and services development, financial performance, budget development, marketing, merchandlsing, persunnel and operations. While working with all components of the University community, the primary focus of the position is to support the faculty through the development and provision of services that are reflective of the University's academic mission. The operation specializes in text, trade, general, and technical books, office and school supplies, computers, emblematic clothing and gifts. The Bookstores budget for 1992-93 is over \$28 million; there is 35,000 square feet of retail space and 230 full-and part-time staff.

and part-time stati.

Minimum qualifications include a Bachelor's degree and at least seven years in retail management positions with progressively greater levels of responsibility and budgetary accountability. Candidates should have thorough knowledge of standard retail practices, a proven commitment to customer service, a demonstrated record of effective communication within a complex work environment, direct supervisory experience, and an appreciation for the unique relationship of a retail business within an educational institution. Desired qualifications include a Master's degree and ten years' experience. and ten years' experience.

Salary is competitive and is commensurate with qualifications and experience. This is a 12-month Professional and Administrative appointment reporting to the Assistant Vice President for Support Services and Operations and is accompanied by an excellent benefits package. The starting date is October, 1992. Candidates must submit a letter of application addressing the qualifications, a résumé and the names, addresses and daytime telephone numbers of at least three references to:

Chair, Bookstores Director Search University of Minnesots 2818 Como Avenue 5.E. Minneapolis, MN 55414

Applications and related materials must be postmarked by Friday, July 24, 1992 or received by 4:00 p.m. July 24, 1992 if not mailed.

The University of Minnesota is an equal opportunity educator and em-ployer and specifically invites and encourages applications from women and minorities.

Macalester College PROGRAM COORINATOR

Challenging and interesting position in the Office of Multicultural Affairs to implement cultural programs, serve as an advisor to multicultural student organizations, and oversee activities of the Cultural

Position requires a B.A. degree in the behavioral or social sciences, and one to three years professional experience in counseling, education, or student personnel work. Prefer experience in the management of an academic residential facility and events. This ten month position is available in August, 1992. Competitive salary and benefits.

interested applicants send a cover letter and résumé to:



Review of résumés will begin on July 24, 1992 and continuo until the position is filled.

Assistant in Obstetrics and Gynecology Endocrinology Division

The Department of Obstetrics and Gynecology, University of Florida College of Medicine, under the direction of Byron J. Masterson, M.D., Professor and Chairman, is alon of Endocrinology. This position offers major research opportunities.

Salary is dependent upon the qualifications and experience of the applicant. Excellent culture, molecular biology, in vitro fertilization, or pre-implementation genetics is preferred.

protested.

Position available 9/1/92. Send cover letter and curriculum vitae by 8/15/92 to: R. Stan Williams, M.D. Assistant Professor

University of Florida is an EQUAL EMPLOYMENT OPPORTUNITY, AFFIRMA-TIVE ACTION EMPLOYER. Wennen and minorities are particularly encouraged to apply.

Coverage of breaking news that affects higher education — from state capitals, academic conferences, and campuses throughout the country and the world -

every week in The Chronicle.

Wright State University Libraries Two Positions Available

I. Assistant Head of Acquisitions. 1. Assistant Head of Acquisitions.

Responsibilities: Administer receiving operations for health sciences and encodernic library, including receiving of serials and monographs, bidge operation, and postokiards corvice dosk (52 million library materials bodge 1992–93). Manage department in absence of department head Manage conversion of surfular records from manual and automated his. Assist he procedures. Hire and evaluate stall statemis.

Conditional types of the statement of the series precodures. Hire and evaluate shalf (seven support stalf, stefants).

Our tiberthers: MIS from an ALA-accredited program or master's degan related field and two years' acquisitions experience at paraprolessoraling automated library systems; experience managing a service described with automated library systems; experience managing a service described was working experience with approved plane; strong analyticative abative occulturil interpretamal skells; excellent ord and written communications demonstrated ability to utigualize and deliver work or deading ability to before multiple trusponstitutions atmutaneously; tolerance or ambiguity policials in a strong analyticative structure of analysis.

Support of the structure of the structure of the structure of analysis of the structure of analysis of analysis.

Sound application lutter, resume, and the nomes of three current elements in Bornes Deservice, Ch.ur. Assistant Department Hand Sparch Committee Pay Laurence Dunbur Library, Winght State University, Dayton, CH 4543. 2. Music Library Coordinator and Collection Development Librarian.

Responsibilities: Under the direction of the Head of Special Collectors and Archives, manuage dualty operations of the Music Library, his, Iran, separas, and evaluate chaseful statified studin Institutella, Maintain all programs including informations and relievence services, bibliographic instruction, and relievence services, bibliographic instruction, and circulation services. Countlinate music unit procedures with the Catalogy Department. As Collection Development Librarian for the humanities, select materials for the collections and surve as halson with faculty representation. Countlinations: Al. A. A. Control of the Country and Countric and C

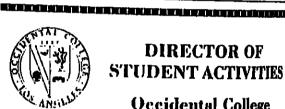
Quehications: ALA accreditor MLS or master's degree in related sedantin undergraduate degree in music required. Preferred: A strong service attalds, successful supervisory exportance, an academic background in the humaniles, strong interpersonal and communication skills, and evidence declaring activity or professional service. Also preferred are the ability to stap to changing environment and a loterance for ambiguity. Salary: \$26,270-\$37,856.

Send application letter, to sume, and the names of three current elements to Robort H. Snith, Hoad of Scucial Collections and Archives, Durber Living, Wright State University, Duylon, OH 45435.

Full postings available upon request. Review of applications will begin Aug 10. Environment, Wright Stutu University, located near Daylon, Oile, sees approximately 17,000 students and offers a comprehensive programstudy Wright Statu University is committed to a policy of equal opportunity ad allimitative action and specifically encourages applications from membered



Wright State University Daylon, Ohio 45435



DIRECTOR OF STUDENT ACTIVITIES

Occidental College

Occidental Callege, a nationally recognized liberal arts college located is mortheastern Law Angeles, is hooking for a dynamic individual to assume the duties of the Director of Student Activities. The Director of Student Activities has overall responsibility for a comprehensive Student Activities pageam, which includes advising student government and the programming bound, 400 clubs and organizations, and four fraternities and three sordies; working with lendership programs; assisting with the Orientalion program for new students; and serving on a number of committees, including the New Student Center Design Committee. The Director appearies an Asiasant Director in charge of the Volunteer Programs Center and a department secretary, and is in a harge of four inadgets totaling over \$260,00. The Director reports to the Associate Vice President for Student Libert.

Occidental Callege has an approximant of Activity programs and is

Occidental College has an enrollment of 1,600 undergraduates, and a strongly committed to the come epits of multiculturalism. Qualification of this position include a master's degree and 4-6 years of programming, and begin amagement. The salary is in the mini-thirties, complemented with an exceptional henefits package. To apply, submit a résumé and letter of application along with two letters of reference and the names and phase unbers of two additional references. Send all application materials to:

Cuthy Kramer Associate Vice President for Student Life Orchlental College 1600 Campus Road Los Angeles, California 90041

All application materials must be received by Friday, July 17, 1992.

Occidental College is an Equal Opportunity Employe Women and minority applicants are encouraged to app

reference deak, database searching and history instruction. The libraryae reports to the Head of Reference Services, Hallman Seakings a creative individual who will devote history increase individual who will devote history time to the electronic reference problems and services, who has the indiative to identify and implement improved systems/services, and who can integrate those services with more "traditional" reference tools. M. L. S. from an A. L. A.-g. mount three to his years apprince in grounding the pass of race, color, religion, maintain the pass of race, color, religion, and such pass of race, color, religion, and the pass o

Brandeis University

Brandels University seeks two sentor fund-relating executives to join the management of their new development team. Both will report directly to be Scolor Vice President of Development & Alumni Relations.

to the Sector Vice President of Development & Attimin Relations.

A con-sectarian research and teaching university, Branchols was founded with the support of the American Jewish community in 1948. The district of the Bachelor of Arts degree in over thirty fields of concentration and the declarate degree in twenty fields of graduate study. The Florance Holler Graduate School for Advanced Studies in Social Welfere offers both the master's and declarate degrees. The University combines the intimacy of the liberal arts experience with the distaguished faculty and facilities of a major research university.

DIRECTOR OF INSTITUTIONAL GIFTS

The Director of Institutional Gifts will direct a comprehensive program of development and fund-reising activities including major gifts, corposis and foundation relations, planned giving, development research as capital campaign management. Primary responsibilities include supervision and development of a large staff, expansion of a strong and effective volunteer leadership, and management of the major gift identification, cultivation and solicitation process. Special expertise in crestive and progressive team-building skills required. Knowledge of higher solucational fund raising essential.

DIRECTOR OF DEVELOPMENT

The Director of Dovelopment will oversee the development of comprehensive annual, reunion, and perents fund-relating programs, and the abumin relations activities of the university. This experience deader will also supervise the gift reporting and records operations. The director is a member of the senior management staff of the development office. Extensive experience in annual fund relating, phonathon, and volunteer management is desired, along with superior organizational and leadership skills.

Inquiries and Résumés to: The Development Resource Group 36 West 44th Street, Suite 1416 New York, NY 10036 Telephone (212) 308-1910 Fex (212) 301-3014

An Equal Opportunity, Affirmutive Action Employer

ASSISTANT DIRECTOR OF STUDENT ACTIVITIES

Primary responsibilities include providing leadership and advisement to the Campus Activities Board which sponsors a variety of programs and events; assisting CAB with the coordination of an entertainment/connecty series; advising the campus yearbook staff; assisting with development of a leadership program for campus organizations.

Regisements include a master's degree in Student Personnel Services or related field, as well as experience in campus activities programming and ladership development. The position will began August, 1992. Camildates should submit by July 27 a fetter of application, resume, one fetter of reference and names and contact information of two other references to:



Ms. Charlotte A. Fugett Digertur of Personnel 201 Maryland Hall University of Richmond, VA 24174

An Equal Opportunity Employer

New York University

Director Of Communications And Public Affairs

Stern School of Business

nced, media aware professional, preferably with university Adexperienced, media-aware professional, preferancy who may public or college experience. Is sought to manage an award-winning public affairs department and to develop an aggressive program for national publicity. This program is to be designed around a comprehensive communications plan focused on promoting and explaining the School's strengths and explaining the School's frengths and character to key audiences

This sentor position in the Office of External Affairs, reports directly to the Associate Dean and works alongside a staff of advancement professionals. This position participates in strategic planning of initiatives which advance the School's mission and goals.

ive to seven years experience in media relations and communications referred: Bachelor's degree in Journalism or Commissions and preferred. Please submit samples of major media placements and supporting materials with a resume, complementon requirements and four professional references to: NYU Stern School of Business, 100 Irially Place, N.Y., N.Y. 10006. Atta: P.S. MENEES, NYU encourages applications from women and members of minority groups

M.L.S. from an A.L.A. accredited labrary school or equivalent. Reservence in reflection of the process of control of the process of the process

OHIO UNIVERSITY

DIRECTOR OF DEVELOPMENT FOR MAJOR GIFTS AND COLLEGE **PROGRAMS**

Onto University, approaching its third century of service to Ohio and the nation, is seeking applications from and nominations of highly motivated development professionals for the position of Director of Development for Major Gifts and College Programs. The successful candidate will become a senior staff member with primary responsibility for soliciting major gifts \$100,000+ and supervising seven college fund raisers as a part of the \$100 million Third Century Campaign. Ohio University is a major research institution composed of eight college and six regional campuses in Southeastern Ohio with 26,000 students, more than 800 faculty, a private support base in excess of \$11 million annually, \$10 million in planned gifts, \$31 million per year in sponsored research and more than \$65

The Director of Major Gifts and College Programs provides counsel to the Vice President and Associate Vice President for Development and is responsible for Identification, cultivation and solicitation of \$100,000+ gifts from alumni and friends. The Director also supervises seven Assistant Deans for Development who are representative of most of the University's colleges. The Director will manage and provide leadership in all facets of the identification, cultivation, solicitation and stausardship processes for the Assistant Deans. and stewardship processes for the Assistant Deans.

Requirements for the new position include five years' experience in fund raising, a minimum of a bachelor's degree and direct experience in major gift solicitation (\$100,000+) in a higher education environment. Preference will be given to candidates who have capital campaign experience and/or experience in a constitute based and of the capital campaign experience. vent-based fund-raising program.

The effective date for the appointment is September 1, 1992. Compensation will be in the range of \$45,000-\$50,000 per year, or commensurate with experience, Applications and nominations will be reviewed immediately, but must be received by August 9, 1992. Send applications and nominations to:

Margaret Sheskey Director of Development Major Gifts and College Programs Search Ohio University P. O. Drawer 869

SANTA CLARA UNIVERSITY

Controller (and Assistant Treasurer)

Santa Clara University seeks applicants and nominations for the position of Controller (and Assistant Treasurer). The position reports to the Vice President for Business and Finance and has both operational and staff responsibility for the full range of University financial activities. These responsibilities encompass accounting for all funds; accounts payable; student accounts (bursar); credit and collection; cash management; cashiering; administration of endowment fund, trust funds, and annutities; insurance administration; internal and external financial reporting; and taxes. Additional responsibilities include development and implementation of internal control policies and procedures and user responsibility for financial management information systems.

for financial management information systems.

Certified Public Accountant required. Degree in Accounting or Finance desirable, but relevant experience with degree in related field may substitute. Proven operational managerial skills, preferably in a decentralized professional service environment. Strong technical skills and knowledge of accounting, tax, payroll, and other regulated areas required. Knowledge of operations and finances of higher education highly desirable.

Santa Clara is a Jesuit, Catholic comprehensive university located in the heart of Silicon Valley. Founded in 1851, it is the oldest institution of higher education in California.

Applications received by July 31, 1992 will be assured consideration. To apply, send a letter of application, resume and the names with telephone numbers of three references to: Human Resource Management Department, Santa Clara University, 500 El Cambo Real, Santa Clara, CA 95053.

Santa Clara University is an Equal Opportunity, Affirmative Action Employer, committed to Excellence through Diversity, and, in this spirit, particularly welcomes applications from women, persons of color, and members of other under-represented groups.

ASSOCIATE DIRECTOR

Commission on Higher Education, Middle States Association of Colleges and Schools, regional body accrediting nearly 500 institutions in DE, DC, MD, NJ, NY, PA, the Caribbean. Position equivalent to upper level academic administrator requiring earned doctorate, teaching and administrative background, experience in self-study and evaluation activities preferably in MSA region, speaking and writing abilities. Preference for four-year/university level experience and experience in non-traditional and international education. Demanding travel schedule. Minority and women applicants encouraged. Salary and benefits commensurate with position. Review of applications will begin August 3, 1992 and will continue until position is filled. Apply in writing only--including résumé—to Executive Director, CHE/MSA, 3624 Market Street, Philadelphia, PA 19104. An equal opportunity employer.



Lists of the latest books of interest to Academescholarly books and books about higher education ---

every week in The Chronicle.

ASSISTANT DIRECTOR of Publications and **Visual Production**

RESPONSIBILITIES: The Assistant Director provides initiative, creativity, and hands-on skills in the planning. design, and production of approximately 150 promotional publications annually, ranging from single-sheet flyers and newsletters to multi-color booklets and the College Catalog. The Assistant Director will be part of a Public Affairs and Publications team that has received more than 30 national awards in recent years, including recognition in 1992 for the best Total Public Relations Program in the United States (2,000 to 5,000 enrollment category) and for one of the best Total Publications Programs in the South among all colleges and universities. The Assistant Director reports to the Associate Vice President and Executive Director of Public Affairs and Publications. The Assistant Director will supervise the typesetting section and one part-time student

QUALIFICATIONS: The Assistant Director must demonstrate fuccessful skills and experience in graphic design, typography, layout, illustration, preparation of mechanicals, desktop publishing (preferably Macintosh), writing specifications for printing bids, and working with printers to achieve the desired results. Must be able to integrate message, paper, type, color, and other graphic devices to communicate effectively with the intended audience and appropriately reflect the character of the College. Illustration, writing, and editing skills desirable. Must exhibit strong interpersonal relations with students, faculty, department heads, and administrators. Bachelor's degree required.

THE COLLEGE: Longwood is a comprehensive, coeducational, state college with 98 majors, minors, and concentrations. Located in the heart of Virginia, we offer all the advantages of low-cost, small-town living with convenient access to Richmond, Charlottesville, the Blue Ridge Mountains, and the ocean.

TO APPLY: Submit a letter of application, resume, samples, salary history, and at least three references (names, addresses, phone numbers) to:

> Employee Relations Office Alin: H. Donald Winklar Longwood Collage 201 High Street Farmville, Virginia 23909

Review of applications will begin August 15 and continue until the position is filled. Longwood College is an Aftirmative Action, Equal Opportunity Employe

VILLANOVA UNIVERSITY

Office of University Development

Villanova University invites applications and nomina-tions for a key position in its expanded Development operation. The University is located in the suburban Philadelphia Main Line area with a total student pop-ulation of 12,000. As the University moves toward its Sesquicentennial Celebration in 1992, Villanova is seeking creative, energetic and committed profes-sionals to assist in dramatically expanding its private oiff support. DIRECTOR OF CORPORATE AND

FOUNDATION SUPPORT You will be responsible for identifying, cultivating and soliciting sup-port from corporations and foundations for needs identified by the university and its colleges.

The position reports to the Director of Major Gifts and requires three years' direct experience in soliciting major gifts and working with volunteer leadership.

Send letter of inquiry, salary history and résumé to VILLANOVA UNI-VERSITY, PERSONNEL SERVICES OFFICE, ATTN: G. Thomas Bull, Director of Personnel Services, Villanova, PA 19085. sa/ece/m-f.

library: Oeneralist Librarian. East Central University invites applications for a seneralist librarian to tole a professional staff of str. Responsibilities include sharings reference, hibliographic instruction, and online searching delies; acting as librate with several academic departments; and supervising the acquisitions and interflerary loan units. Required: ALA-accredited MLS. Desirable: appetience with colline and CD-ROM searching: library instruction and spreadabect applications. Faculty instrustions and supervisors of the continuous control office, East Central University, Ada, Oktabona 7420, AAEOR. Library: See display advertisement for Health Science; information Services Library, Health Serials, and theid of Catalogue, University of Missouri-Columbia.



ASSOCIATE DIRECTOR OF RESIDENCE LIFE

Southwest Texas State University

Southwest Texas State University invites applications for the position of Associate Director of Residence Life. Southwest Texas is a comprehensive university of 21,000 students offering bachelor's and master's degrees with 5,000 of these students housed in 21 residence halfs. The university is located in the scenic Texas IIII Country at the headwaters of the San Marcos River in the community of San Marcos between Austin and San Annuals.

DUTIES AND RESPONSIBILITIES

DUTIES AND RESPONSIBILITIES

The Associate Director reports to the Director of Residence Life and will assist the Director in all phases of the Residence Life operation and will act on behalf of the Director when the Director is absent from campus. Specifically, the Associate Director has responsibility for the supervision of the reservations and assignment area; prepares reports, policies and departmental plans; prepares a detailed marketing plan; coordinates inter-departmental activities with other campus offices; assists with student and staff development; assists in hong-range planning for the department; and meets with Assistant Directors and Area Goordinators on a regular basis. The Associate Director will assist with the selection, training and evaluation of Professional staff.

QUALIFICATIONS QUALIFICATIONS
The successful candidate will have experience and knowledge in a broad range of residence life functions. A master's degree in higher education, student personnel or a related field is highly preferred plus five years' experience in student housing, and experience within a central office operation. The auccessful candidate will possess proven managerial ability and will have good knowledge of computer systems. The position requires the ability to work under pressure and to deal effectively with students, perents, faculty and staff, shunni, and friends of the university.

APPLICATION
For application, please call (512) 245-2557, or come by the Personnel Office, SWT, 101 Seasom, Suite #6, San Marcos, Texas. Include three letters of reference and a one-page statement on the philosophy of student housing/residence life. Résumés alone will not be accepted. Review of applications will begin August 1 and will continue until the position is filled. Salary will be commensurate with education and experience. SWT is an AACOE Employer. Questions regarding the position should be directed to Dr. Joanne Smith at (512) 245-2931. APPLICATION



Director of Prospect Research CITY OF HOPE

Duarte, California City of Hope, located on a 110-acre campus near Los Angeles, is a major national cancer care center and biomedical research institute with advanced and clinical research programs in cancer, AIDS, Alzheimer's, diabetes, and diseases of the blood and immune systems.

The Director of Prospect Research will organize and direct a new prospect development of support a major capital campaign. Responsibilities will inopment operation to support a major capital campaign. Responsibilities will in-clude identification and electronic screening, use of on-line data inquiries, pros-pect evaluation, and management of the data system for prospect tracking.

Qualifications include a bachelor's degree, five years of experience in fund raising or a related field including three or more years in prospect research and data systems. Requires strong written and verbal communication skills, organizational skills to start up and manage the operation, and an ability to work as part of a team of development professionals. Prior capital campaign experience is highly desir-

This is an outstanding career opportunity for the successful candidate. Salary is commensurate with experience. Please send resumf and a letter summarizing your interest to: Prospect Rosearch Committee, Human Resources Department, City of Hope Development Center. 208 West 8th Street, Los Angeles, California 90014.

Library; Old Domizion University, Government Publications Librarian. Repossible for providing reference service to users of the United States and state government publications collections, including instruction in the use of print, microform, and CD-ROM resources. Refine also assumes responsibility for the technical processing of nesps and microforms, and the processing of electronic teasources. Other duties is clude developing instructional naterials for electronic database; assisting in the development and evaluation of the povernment publications collections; participating in the development and evaluation of the povernment publications collections; participating in the development and evaluation of the government publications collections; participating in the development and evaluation of the government publications the use of the collections in assistent subject areas; and other outreach activities; and satisfies the Department Head in planatus, decision-making, and reporting the incomment words nights and weekends on a rotation basis of Leita. Destrible: Knowledge of French and German; rare book cataloging experiance, Dustifications: A minibal cort of the government field lightly desirable; gome experience in providing reference and/or technical services for government and providing reference and/or technical services for government field lightly desirable; gome experience in providing reference and/or technical services for government field lightly desirable; gome experience in providing reference in providi able; some experience in providing reference and/or technical survices for government publications in an academic/research ibitrary; using automated systems such as CD-ROM databases, online catalogs, or redigerable services; humilantly with microcomputer hardware and software; excellent oral and written communication skills; well-developed interpressons skills including the ability to work effectively with individuals or groups with divergent backgrounds and interests. Salary 23,000. For hill consideration, actual state of application, restume, the names, addresses, and phone numbers of three references, and phone numbers of three references, and phone numbers of these references, and phone compared Publications Search Commission. Search Commission, 21, 1992 to Me. Morel Fry, Chair, Government Publications Search Commission, 1992 to Me. Morel Fry, Chair, Government Publications Search Commission, 21, 1992 to Me. Morel Fry, Chair, 1992 to Me. Morel Fry, Chair, 1992 and 1992 to Me. Morel Fry, 1992 t

ance; University holdsys. University Libraries: A member of the Research Libraries Group, AM IGOS and ARL, the University Libraries coesists of a main library and six brasches. The collection contains more than 2.2 million volumes, 16,000 periodical subscriptions, and three outstanding special collections in history of science, western history, and business history. The Libraries has implemented the public access catalos, catalosing, authority control, and circulation functions of the NOTIS system. Norman is an attractive community with a low cast of living close to a major medical collections. University of Oxidehoma 11. burnies. Department of Education, Take II. C., one-year grant (Oxtober 1, 1992-September 30, 1993). Subject to availability of funds. Application: Send lenter of application singerizes in Bonald C. Hudson, Managar, Administrative Services, University of Managar, Administrative Services, University of Managar, Administrative Services, University of Managar, Administrative Services, University



ASSISTANT DIRECTOR OF RESIDENCE LIFE

St. Mary's College of Maryland Invites applications for the position of Assistant Director Residence Life. Founded in 1840, St. Mary's is a selective, public, residential, coeducational liberal arts college, enrolling 1,500 students, it is focated on the beautiful and historic St. Mary's River, 68 miles southeast of Weahington, D.C.

The College seeks a dynamic and talented residence life professional to assist the Director of Residence Life in all facets of a residence life program designed to toster the development of 900 resident atudents. Specific responsibilities will include selection, training, supervision and evaluation of 35 paraprofessional residence hall staff members. The Assistant Director is also directly involved with programming efforts in the halls and the aducational discipline system utilized in addition, the Assistant Director provides leadership for the damage billing eyeterns and vandatism raduction efforts currently in place. As a member of the Student Affairs Division, the Assistant Director contributes on a Division-wide scale to enhancing the quality of life for the entire College community.

Preferred qualifications include a Master's degree in student personnal or a related area, and a minimum of two years of residence life experience at the graduate or professional tevel. Additional desired qualifications include excellent communication skills, strong administrative competencies, and a commitment to diversity. The position's responsibilities require the Assistant Director to live on campus. Selary is competitive, based on experience and qualifications, and includes the State of Maryland's excellent benefit package. Applicants should send letter of application, résumé, and three current letters of recommendation to:

Ken Winegrad Director of Residence Life St. Mary's College of Maryland St. Mary's City, Maryland 20888

Starting date is negotiable with mid-August preferred, interviews will be conducted at the ACUHO-I Conference in Boston. in support of St. Mary's College's commitment to diversity, women and minorities are encouraged to apply and identify themselves as such. AA/EOE.

DIRECTOR OF ENVIRONMENTAL SAFETY AND HEALTH

LSU Medical Center - New Orleans

This is a position with significant managerial responsibility to coordinate and direct all facets of the safety programs of the LSU Medical Center—New Orleans including occupational, fire, radiation/nuclear, biohazards, hazardous waste disposal, environmental conditions, etc.

Minimal Acceptable Qualifications: Undergraduate or graduate work in engineering, science, safety or health. Master's degree in an appropriate field, terminal degree also acceptable. Three years' general and three years' specialized experience in the Occupational Safety field with significant administrative/managerial experience, preferably in an Academic Health Sciences

Submit applications with résumé and three references by August 7, 1992 to:

Vice Chancellor Institutional Services LSU Medical Center 433 Bolivar Street New Orleans, Louisiana 70112 LSU Medical Center is an EEO/AA Employer.

DIRECTOR OF BUILDINGS AND GROUNDS

Grove City College, a highly competitive, Christian college, invites applications for the position of Director of Buildings and Grounds. The Director is responsible for planning, scheduling, and supervising all operations of the physical plant. Duties of this staff include maintenance, repair, renovation, and contract construction of campus buildings, as well as the upkeep of equipment and grounds. Candidates should preferably possess a B.S. degree in Engineering or related technical discipline and be knowledgeable regarding construction codes and applicable government regulations. In addition to possessing excellent communication skills, candidates with experience in strategic planning, budget development, project implementation, and personnel management are highly preferred.

Salary is commensurate with qualifications. Eligible candidates should submit an application letter, résumé, and references by July 31, 1992 to:

Scott K. Powell, Assistant to the President Grove City College Grove City, PA 16127



 ${f T}$ he most extensive listing anywhere of jobs available in higher education -

every week in The Chronicle.

DIRECTOR

Counseling, Transfer and Advising Services —Search Reopened—

College of DuPage, located just 25 miles west of Chicago, is a progressive community college in its 25th year of service to the district. Serving more than 36,000 students, we currently have an immediate full-time administrative position available to manage a compre hensive counseling program including educational career developmental and personal counseling functions. Also manages programs for the college advising, transfer and high school and college articulation

A Master's degree in Counseling, Student Personnel or related field is required with 2 years administrative experience and 3-5 years previous educationally related counseling experience; or an equivalent combination of education and experience.

We offer a salary in the range of \$42,800 - \$49,900 dependent upon education and experience. We also offer a generous benefits plan. Screening begins August 14, 1992. This position remains open until filled. Please call for an application packet: 708-858-2800, Ext. 2460



Office of Human Resources COLLEGE OF DUPAGE Glen Ellyn, IL 60137

Minorities are encouraged to apply To maximize your opportunity to be chosen for this position, pleas return your application packet as quickly as possible.

UNIVERSITY OF MARYLAND **COLLEGE PARK LIBRARIES** LIBRARIAN II

Curator of Marylandia

The University of Maryland College Park Libraries invites applications for the position: Librarien II, Curator of Marylandia.
RESPONSIBILITIES: Hoads the Marylandia Dopartment, a unit of Collection Management and Special Collections Division of the Libraries; supervises all activities of the staff, is responsible for the Department's

supervisos all activities of the stati, is responsible for the Department's collections and provides direct service to library users. QUALIFICATIONS: Required: ALA-accredited Mester's degree in Ubrary Science; graduate in American history or American studies desirable. At least four years of professional experience in an ecademic or research library, including experience with historical meterials and government documents, or other comparable experience. Experience with state publications, maps, rare books, and/or photographic malerials highly desirable. Demonstrated auccess in supervision and administration of personnel and collections. Experience with grant writing and management desirable.

SALARY: \$44,375 minimum. Selary commensurate with experience Excellent benefits. For full consideration, submit resume and names addresses of three references by August 31, 1992. Applications will be accepted until position is filled. Send resume to: Ray Fostar, Personnel Librarian, Library Personnel Services, McKeidin Library, Univ. of MD. College Park, MD 20742-7011.

THE UNIVERSITY OF MARYLAND IS AN AFFIRMATIVE ACTION. EQUAL OPPORTUNITY EMPLOYER. MINORITIES ARE ENCOURAGED TO APPLY.

aity Libraries, University of Oklahoms, Norman, Oklahoma 73019; 405-125-2611. Oklahoma University is an Equal Opportu-nity, Affirmative Action Employer. We en-courage women and minority applicants and we are responsive to the needs of dual-caser counts.

Management: University of New Humpshire. The Department of Management at the Whittemore School of Business and Economics teeks applicants for a tenur-track Assistant or Associate Professor position to begin Aunust, 1993. A Ph.D. is required. The department prefers candidates with a provon applied retearch record in the area of state economic development. The candidate may have a specialization is: macro organization although the commeltion with special focus on industry studies; human resource management and compedition with special focus on industry studies; human resource management and corporate strategy. A well-plauned research agenda is a must. The University of New Hampshire is located in Durham, a college town of 10,000, 75 miles north of New Hampshire is located in Durham, a college town of 10,000, 75 miles morth of Boston, 15 miles morth of two hours to the White Mountains. The University is home to 10,000 undergradules, and 1,500 graduate students. The Whitemers School has 5,300 business majors and offers both Day and Executive MBA programs. Interviewing will commence on September 1, 1992 and will continue until the position is filled. Interested applicants should send a letter of application, refumed, and three letters of reference for Professor Allen Raufman, Box O, Whitemore School of Business and Economics, McConnell Hall, University of New Hampshire. Durham, New Hampshire 03824. UNIVI is an AA/REO Employer.

other marketing, retailing, and services marketing courses. Minimum Qualifier tions: Assistant Professor: Doctones degree from a university of recognized standing in a field pertinent to business adminimation. Ability to teach at the assessive leavel and an established research record. Associate Professor: Same as the Assistant Professor plus a minimum of get years of rull-time codiege or university teaching at the rank of associate professor or bight. The rank of associate professor or bight. Minimum Annua Salary: Salary common surrate with qualifications and experience with a minimum of \$43,824 at the Arrians level and \$55,452 at the Associate level; for apply, submit letter of application, carried univities, summaries of teaching evaluations (if available), and three letters of experience to Dr. Hugh R. Kramer, Chair, Department of Marketing, Colless of Bassest Administration, University of Hared & Manos. 2404 Matle Way, Houston, firmi Manos. 2404 Matle Way, Houston, firmi 9652-2-222. Closing bate: Celber 17, 1992. An Equal Opportunity, Allimatic, Action Institution.

Action Institution.

Marketing: Sam M. Walton Profesorable in Marketing. College of Business and Pulic Administration, University of Missant Columbia. Applications and monoidous are invited for the Sam M. Walton Professorable in Mascouri-Columbia. This posting on the Missouri-Columbia. This posting on the Missouri-Columbia. This posting on the Missouri-Columbia. This posting on the Miles of the This posting on the Miles of the Pulicants are expected to have distinguished records in teaching and research. While preference with great house professor while sure in the same of the Missouries and expectate in retailing. If grained and expertise in retailing. If grained and Missouries are encouraged to apply. The Sam pilicants are encouraged to apply. The Sam pilicants are encouraged to apply the or portunity to teach at the undergradual MBA and/or Fp.D. levels. Sand remain MBA and/or Fp.D. levels. Sand remain MBA and/or Fp.D. levels. Sand remain meth. R. Evans, College or the Business and Public Administration, Department of June Missouri 65211. The University of Missouries, 214 Middlebush Hall, Columbia is an Equal Opportunity. At ri-Columbia is an Equal Opportunity.

1992 - 1993 YEAR * Program Coordinator Res. Life/

GRADUATE

ASSISTANTSHIPS

Student Act, osign/implement programs in residence halls.

* Career Counselor Heip with résumés, corporate contacts, job fair, general support.

Both positions: Experience pre-forred; must qualify for graduate program. Compensation, tuition room, board 10-12 month stipend call 201-288-7211 for graduate sp-plication and send resume to:

DEAN OF STUDENTS UPSALA COLLEGE 345 Prospect St. East Orange, NJ 07019

hgas commans are in place and report at me to recent the Austr's degree in physical education or a related field is preferred as is pass intercollegiate administrative experience. The candidate should have pass organizational, administrative, and managerial skills with demonstrated pass organizational administrative. An overall knowledge of NCAA rules reported is required. The full-time, 12-month position carries a salary converse with qualifications and experience. Assistant/Associate Director of Admissions Normalions or applications, with a letter explaining one's interest in this unique to the mames of three references may be sent to: Michigan State University

BULLETIN BOARD: Positions available

HOBART AND WILLIAM SMITH

Director of Women's Intercollegiate Athletics,

Director of the Colleges'

Physical Education, Recreation & Wellness Programs

Physical Educations, Recurrence of the College for men and William Smith Cultege for men operate under a unique coordinate system. The two Colleges have a single more operate under a unique coordinate system. The two Colleges have a single precise, one central administration, one faculty, and one Beard of Trustees. The process of the Colleges respects the fact that exist department. The coordinate nature of the Colleges respects the fact that exist operation of special in the fact that axis department. The coordinate nature of the Colleges respects the fact that exist operation of special in the context the Director's respective and a response to support men and women equally—both separately and size in a rigorous, liberal axis academic setting. In this context the Director's region is that a unique and challenging opportunity. William Smith has a tradition in the support of the college programs (field backey, succer, baskethall, termis, lacrosse, sandig, and diving appearing consistently in NCAA Division (it post season or period has total administrative responsibility for the development, man-

organous us a memory of the responsibility for the development, man-ne Director has total administrative responsibility for the development, man-saver and operation of all William Smith extremal properties as well as both found william Smith recreation, physical education, and welfness programs, hours dominators are in place and report to the Director.

Dr. Richard H. Hersh, President Coxe Hall Hobart and William Smith Colleges Geneva, New York, 14456

tokalors will be reviewed beginning July 22. Ideally, the position is to be abeginning September 1, 1992, but the starting date is open for consideration.

Ribid and William Smith Colleges are equal opportunity employees

MARKET SEGMENT MANAGER

UNIED TELEPHONE of Flanda has an exciting opportunity for a marketing prisonal who seeks to maximize a record of expenience that reflects imposin business insight, an entrepreneural perspective of the higher disability winted market and good understanding of telecommunications which applications. As a dynamic company we attribute our remarkable path to our bugeoning Flonda marketplace and our ability to identify and parks subsons that meet customer needs.

prior sources may meet customer needs

The caddate selected for this high profile position will be responsible for
developing her applications, such as distance learning for the educational
antial broughout Florida. Thorough knowledge of complex vioice, data and
identifices as well as 5 or more years of marketing and sales experience
are regard. We would rely on your familiarity with current and long-range
printip principles, economic decision making and customer segmentation
arrangement and verbal communication and presentation skills are essential.
The belief has motivate with both interest.

This boting for a motivator with high instative who can lead and energite judge teams. A bachelor's degree in business administration or markoling

Malacine salary/benefits package that addresses the significant contributangunado be making is accompaned by the many advantages of our disaler Orlando location. Your resume will receive contribute at consideration whe longited to:

Equal Opportunity Employer M.F/D/V

Box 5000, Altamonte Springs, FL 32718-5000

compensation may be earned by extra teaching avagaments during Spring and Summer Sessions Starting date: Fall Semester, 1992. The review of applications will begin nunsed, at 1972 will be given full consideration. Send letter of application, résimé, and nurses of three references to. Dr. Robert L. Stephenson, Dean of Arts and Sciences, Southwestern Michagan College, 1980 Cherry (frost Road, Januagic, Michigan 69687, 5MC in an Edit; Title IX, Section 304 Employer.

Mathematics: Lamar University Grange, Mathematics positions. Two positions starting August 19 First requires Master's in Mathematics for introductory costess second requires liberlein's in Math, Master's in Math or Math Education preferred, for developmental Math Both require evidence of successful college reading in Math (commonly college reading). 2022 48/9 nosible with summer and overloads payable. Send letter, vita, 3 letters of recommendation, and transcripts by July 20, 1952 to, Office of Human Resultes, Lamar University-Grange, 410 Front Street, Grange, Jena 77630 Fax: (409)

MATHEMALE & Computer Science: Blackburn Cullege seeks two colleagues to help modernage and revisible our mathematic curriculum. One postion is wheduled to begin in Fall 1992. The other starts in Fall 1993. Between them our new colleagues will streamfen the department in a feast four areas: applied math—e.g., statistics, actuarid science, computational mathematic; traditional foundations—e.g. algebra, nativated, to computer science, applications packages, graphics, architecture; mus material science, computer science, applications packages, graphics, architecture; mus materials, for the computer science applications packages, graphics, architecture; mus materials, but the computer science applications packages, graphics, architecture; mus materials, designed and season and mathematics, computer science and mathematics, computer science and mathematics, computer science and mathematics, and participates in a 3-2 engiocering

Succes, Orange, Telai 882-3174 P.E.WAA.

United Telephone of Florida

mits Action Employer, and minoraties a reaction apply.

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Education Services

COLLEGES

William Smith College

REQUIRED: Recognized bachelor's degree; one year of related and progressively more responsible or expansive work experience in student recruitment and admissions; or one year of working with international students in advisement or academic related area (knowledge of international transcripts); possession of valid vehicle operator's license.

DESIRED: Public speaking experience.

BASIC FUNCTION: Assist in planning and coordinating activities and interviews of prospective students in order to recruit atudents to the University; reviews applications for admission in order to dutermine students' eligibility for acceptance to the University; includes travel.

CONTACT: MSU Employment Office, (517) 336-1002. Refer to Posting #192056. Glosing date for application is July 24, 1992. MSU is an Affirmative Action, Equal Opportunity Institution



Director of Financial Aid and Student Employment

Centralia College, the oldest comprehensive community college in the state of Washington, is seeking applications for the position of Director of Financial Aid and Student Limployment.

Min. Quals: BA and three years successful administrative experience in financial aid, with at least two years of experience at the managerial level. Salary approx. \$44,000.

For a complete application packet please write to: Personnel Officer, Centralia College, 600 W. Locust, Centralia, Washington 98531 or cell (206) 736-9391, Ext. 431. Open until filled. Screening will begin 8/17/92. Equal Opportunity/Affirmative Action Employer

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ATHLETIC EQUIPMENT

M AND MORE

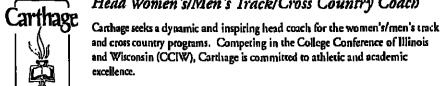
THE EQUIPMENT you're no longer using on your campus may be just the thing that business managers or faculty members at other instructions are looking for. Let them know about your surplus material icle's Bulletin Board pages to get the word out among our more than 100,000 readers at over 3,500 colleges, universities, and other organizations.

They're sure to see your listing. A recent survey found that almost 9 out of 10 of our subscribers look at the Bulletin Board regularly. And our "For Sale" section will always start on the first Bulletin Board page.

The Chronicle's Bulletin Board is THE ACADEMIC MARKETPLACE

... and not just for jobs.

Head Women's/Men's Track/Cross Country Coach



The head coach will be responsible for all phases of the women's men's track and cross country programs. Teaching in the Physical Education Department will also be required. Bachelor's degree required, master's degree preferred.

Located on the shore of Lake Michigan midway between Chicago and Milwaukee, Carthage offers quick urban access from the relaxed environment of a small

Please submit letter of application, resume, and transcripts, by July 31, 1992, to: Robert R. Bonn, Director of Athletics, Carthage College, 2001 Alford Park Drive, Kenosha, Wisconsin 53140-1994.

Austin Community College Paramedic Technology Instructor Job #079204

Responsibilities: Responsible for didactic and clinical instruction for EMT-Basic and EMT-Paramedic level courses. Maintain professional competence, assist with on-going program development and fulfill other duties of a full-

Qualifications: Current Texas Paramedic certification or eligible; Associate's or Bachelor's degree preferred. Registered or vocational nurse certification desirable. At least three years' recent full-time experience in emergency medical care setting. Recent teaching experience in EMT/Paramedic setting required. Ability to plan and implement assigned courses and provide effective learning environment in classroom, laboratory and clinical areas; and relate well to lay persons and professional medical practitioners. Salary: Based on full-time faculty salary scale.

Closing Date: August 7, 1992 - 12:00 Noon

Applications Accepted
8:00 am to 4:00 pm, Monday through Thursday
8:00 am to 12:00 noon, Friday
2:1 Hour Dish-A-Job; (512) 483-7648
Applications are not accepted via fax.

Submit Applications To Austin Community College Office of Human Resources 5930 Middle Fiskville Road, 6th Floor

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

Elon College COMPTROLLER

Ition College seeks un individual to assume the responsibility for the management of the accounting and internal control functions of the College which include: Accounts Payable, Accounts Receivable, Payroll, General Accounting, Cashering, Loan Accounting/Collections, and Audit and Internal Control. This position reports to the Vice President for Business and Finance. A CPA, experience in an educational institution, and a record of successful management of accounting operations is preferred. Send résumés and three letters of reference by July 22, 1992 to:

Search Committee, Comptroller c/o Office of Human Resources Elon Collego, Campus Box 2285 Elon Collego, NC 27244-2020

Elon College is an Equal Opportunity, Affirmative Action Employer.

Mechanical Engineering Instructor. Co-implies Technical Institute is accepting ap-plications for a Mechanical Engineering Technology Instructor. The applicant must be able to isach classes in Statica, Dynami-ics, Materials, Thermodynamics, and Mi-chine Destan. Candidate should be profes-sional, personable, and have good crait and written communications skills. Candidate will possess a Master's Degree from an ac-credited college or university in the field of Mechanical Engineering of Mechanical En-geneering Technology. Salary range is from geneering 1 schoology. Salary range is from 17 200 12 county contract i Sub-

program with Washington University in St. Louis, Each department member is provided with a personal computer and full access to the college's computer and full access to the college's computer science is attacked and teaching experiences. Ph.D. in mathematics; computer science is attacked and teaching experiences satistics preferred: secondary certification applies. The College has unique attendmental acceptance in the college frantiag Associate degrees. Salary is competitive (based on a plus. The College has unique attendmental acceptance) to: Dr. Marsha Meredith, Chair, Math/Computer Science, Blackburg College, 700 College Avenue, Carfinville, Illipois 62626. EOE.

Mechanical Engineering Instructor. Columbus Technical Institute is accepting applications for a Mechanical Engineering the college, Attention: Mr. Raymond J. Ralle, Executive Direct Human Resources, 241 Keawood Circle, P. O. Box 639, Mansfield, Onto 44901-688. North Central Technical College is an attended to teach clauses in Statica, Dynamics, Materials, Thermodynamics, and discussed in the college is an acceptance of the college in a state of a policy of a proper of a policy Mechanical / Materials Engineering Re-search Instructor—Department of Ortho-paedics and Rehabitation, Vanderbit University, Applicants must have complet-ed all requirements for Ph. D. in Mechanical or Materials Engineering, Expertise in me-

Western State College of Colorado, Gunnison, Colorado 87230

DIRECTOR OF PHYSICAL PLANT

Western State College of Colorado, a public college of the liberal arts and aclences, serving 2,500 students, is located in a mountain community of 4,600, two hundred miles southwest of Denver.

The Director of Physical Plant is responsible for a physical plant consisting of 45 buildings, one million square feet, 132 landscaped acres, 200 adjacent acres and a 1,200-sore mountain. Responsible for renovation and construction of buildings; routine repair and maintenance of buildings, equipment, and grounds; development, planning, coordination, acheduling, supervision and administration of all phases of the Physical Plant. The Director reports to the Vice President for Administrative Services. The following staff and program areas report to the Director of Physical Plant:

- Housekeeping Services
 Grounds Department
 Safety and Security
 Tradeamen (electrical, plumbing, HVAC, carpentry)
 Boilar Plant Operation
 Fleet Vehicle Maintenance

CREDENTIALS:

7

Education—Certified Architect or Registered Engineer, preferred.
 Experience—Demonstrated expensing in the construction and renovation process, from planning and bidding to supervision of contractors, including required lieison with various state agencies; budgot preparation and execution; supervision of building and machanical trades.
 Mengageant Jeedgeship, slepping and execution of the contractor.

Management, leadership, planning and communication skills. Salery and benefite competitive.

Nominations are invited. Send applications including letter of interest; philosophy statement of the role of the Physical Plant in an undergraduate, liberal arts institution; a résumé; ecademic and professional credentials; and the names, addresses and telephone numbers of three recent references, none of whom will be contacted without permission of the candidate, to: Cheir, Director of Physical Plant Search Committee, c/o Vice President of Administrative Services, 208 Taylor Hell. Western State College, Gunnison, Colorado 81231. Applications and nominations must be postmarked no later than August 15, 1892. The auccaseful candidate is expected to essume the office as soon as possible, but no later than November 1, 1992.

Western State College is an Affirmative Action, Equal Opportunity Employer.
The College strongly encourages the application of women and minorities.

SENIOR RESEARCH SCIENTIST—LINGUISTICS

EDUCATIONAL TESTING SERVICE (ETS), America's leading testing and educational research organization, has are urgent need for a Ph.D. In applied linguistics or reheat flet to need a language research group in its Division of Cognitive and instructional Science. This is a Senter Presearch Scientist position, with responsibility for providing scientific and technical leadership in conceptualizing; designing, obtaining support for, conducting, and managing programs of feedarch. The position includes disseminating the results and implications of research; especially in support of the Test of English as a Foreign Language program. This opening opms at a time of growth and renewal at ETS and is the field; hence, the possibilities of accomplishment are many.

and is use near, newce, and possimities of secomplianment are many.

Individuals applying for this job should have at least 9 years of independent resemble topations so that lied of study. Ability to plan for the development of each products and strytos rejevent to language instruction and for the serting of research goals and priorities is important, as well as informedge of excludes sources, of funding and the ability to responsible with potential funding denotes to obtain funding. Extrastive impovedge of research implications, experimental design, and date graylats techniques and resources, sufficient to design, direct, and conduct major programs of research is essential. Motividing and appraciation of the role of fachaclogy in language assessment, interfacility, and posser characteristics.

Educational Testing Service is incretation an extractive garages in Princeton, N.I. it often a stimulating enviconitient for professional growth and achievement, plus excellent benefits and salary commismentate with experience. Please send resums, with salary requirements to: No: SAMDY DeaMGELO

EDUCATIONAL TESTING SERVICE Rosedate Road, Princelon, NJ 08541



Medicine: Associate Program Director General Surgery Residency. The Department of Surgery Residency. The Department of Surgery, Wright State University School of Medicine, seeks an experienced faculty member who will serve as Associate Program Director for the general surgery residency program; at Good Samarian Hospitial in Dayton, Ohio. The appointes will be responsible for all surgical admostional activities relating to the residency program at the institution. Applicants must be pound cartified by the American Board of Smeery and smust have previous experience in straiced education administra-ence will be not a surgical education and administra-ence will be responsible for all surgical education and administra-ence will be resident. ence in straical education and administration. Proferonce will be given to applicanta
with fellowahlp training in surgical omeology. Applicanta must be licensuble to practice predicting in Onlo, and must have academic/professional credentials compounrate with a faculty appointment at the sasistant or associate professor runk. Wright
State University is an affirmative action,
equal coportualty employer. We encourage
applications from traditionally underrequesected group protected under freeza lagjustation. Applications received by Septemtion is not filled from these, applications
will be, considered until the position
if in the profession is
filled. Applicants should submit a current
curriculum vites and the names of three refgreences to: Jampa B. Peoples, M. D., Chair,
Department of Surgery, I wyoning Street,
Sufe 2000, C.HE, Dayton, Ohio 45490.

Madicines: The University of Madicines.

Minority Student Services: Search reopensed—Coordinator of Minority Student
Services. Full-time position avainable August I to develop and implement a compreincurity student; serves as a resource person to the campus community in dealing
with multicultural issues. Requires backsfor a degree and significant experience in
student programming, personal or group
counseling or related field. A master's degree is desirable. Skill in the degree and
presentation of workshops in helpful,
women and cincordies are especially encouraged to apply. Letter of application
and risund to: Director of Personnel and
Affirmative Action, State University of
New York College of Technology, Canton,
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Prairie State College, a comprehensive community college in south suburban Chicagoland, invites applications for the following full-time administrative positions:

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DIRECTOR OF INSTITUTIONAL RESEARCH AND PLANNING

DIRECTOR OF INSTITUTIONAL RESEARCH AND PLANNING
Reporting to the Executive Director of Institutional Development, the administrative position is responsible for the development and dissemination of institutional research, analytical studies and institutional planning-related materials. Minimum qualifications: Master's degree in social science, or related field; two years' experience in microcomputers and software packages for administrative/research applications including research design, statistical analysis, system design and data base management; graduate course work in statistical methods, research and design methodology; and demonstrated ability to collect, report, and interpret demographic, quantitative and archival information. Preferred qualifications; doctorate or post master's study. Salary: \$29,573-\$33,270 depending on qualifications.

COORDINATOR OF FINANCIAL AID, VETERANS' AFFAIRS

COORDINATOR OF FINANCIAL AID, VETERANS' AFFAIRS

AND JOB PLACEMENT

Reporting to the Director of Campus and Student Life, the administrative position manages daily office operations, counseling students and parents, interpreting federal and state laws, directing work study program, supervising and training staff, preparing and certifying reports, processing available scholarships and providing direction for job placement. Minimum qualifications: Bachelor's degree in business, public administration, social sciences or related field. Working knowledge of federal and state student aid programs and funding sources, including veterans. Excellent communication skills and computer literate with "hands on" experience. Preferred qualifications: One year's experience in microcomputers and with financial aid software. Working knowledge of job placement functions and services. Salary: \$24,800-\$28,500 depending on qualifications. Interested applicants should submit letter of interest, résumé, unofficial interested applicants should submit letter of interest, résumé, unofficial transcript and COMPLETED PRAIRIE STATE COLLEGE APPLICATION by Wednesday, August 5, 1992 to Office of Human Resources, PRAIRIE STATE COLLEGE, 202 South Haisted Street, Chicago Heights, IL 60411; (708) 709-3584(86), Prairie State College is an Equal Opportunity, Affirmative Action Employer.

CENTER DIRECTOR

Duluth Community College Center/Hibbing Community College Duluth Community College Center, Duluth, Minnesota, is affiliated with Hibbing Community College, Hibbing, MN. Enrollment is approximately 1,000 students in transfer, occupational, cooperative, and continuing education programs. Starting date: October 1, 1992

ilites: Director is accountable for all programs and activities of the center; atton of policies and decisions of the regional president, chancellor and Board; ance with federal and state regulations; and provides overall leadership to the

Qualifications: Master's Degree, with a doctorate degree from an accredited university preferred, plus teaching and administrative experience in a community college or similar educational setting. Salary: \$59,200/12 month position. Full range of benefits included.

Application letter, résumé, undergraduate and graduate transcripts, and three to five letters of recommendation must be received by August 7, 1992. Send to: Dr. Anthony Kunznik, Provost, Hilbbing Community College, 1515 E 25th Street, Hilbbing, MN 55746; 1218; 262-6701.

interviews will be scheduled by the college after initial screening of all applications has been completed. Travel expenses are to be borne by the candidate.

Equal Opportunity and Affirmative Action Employe

DIRECTOR OF ACCOUNTING

Under general supervision of the Chief Fiscal Officer, responsible for management of operations of the Business Office, which includes supervision in areas of Accounts Payable, Accounts Receivable, Payroll and Cashier; preparation of the year-end financial statements and all other financial reports as required by State, Federal and TBR agencies; coordinate audits conducted at NSTCC; assist in operations of auxiliary enterprise operations, switchborad, safety and security and maintenance; coordinate with other departments for on and off campus registrations.

Bachelor's degree in accounting from a maintenance report in the contribution.

Bachelor's degree in accounting from a regionally accredited institution with three years of appropriate experience required. Master's or CPA with experience on Information Associate's software and computer/microcomputer experience preferred.

Send cover letter, copies of transcripts and an up-to-date réaumé to the Personnel Office, respondents will be sent a NSTCC application to be completed and returned by August 14th. Personnel Office, Northeast State Technical Community College, P. O. Box 246, Blountsville, Tennessee 22612

AA/EOB



A complete list of the latest government grants, foundation grants, and private gifts to colleges and scholars -

every week in The Chronicle.

Director of Alumni Affain and Annual Giving

The University of Rochester, one of the country distinguished, private research universities, is searching for an energetic, creative executive direct its Alumni Affairs and Annual Giving programs. The director will plan, oversee implements tion of, and evaluate programs, and in consultation with the Vice President for Enrollments, Place ment, and Alumni Affairs and the Trustees' Council (the University alumni governing board), set over policy for the Alumni Association of over 70,00 members. Full partner with Development Office staff in planning and executing relevant aspects the national Capital Campaign.

Strong management and communication skills are essential. Experience in alumni relations, lund raising, or in a related field in a college or university or in an association is preferred. Graduate educa tion a plus. Send resume to Search Coordinator University of Rochester, P.O. Box 636 W, Rochester,

Equal Opportunity Employer (M/F)

UNIVERSITY OF ROCHESTER

DIRECTOR OF RESOURCE DEVELOPMENT

MIDDLESEX COMMUNITY COLLEGE is a public college with campuses in Bedford and Lowell serving the northwest sububa region outside Boston. The College serves the largest population area of the state with nearly one-quarter of the state's population with a different pulsar radius. with a fifteen-mile radius.

The successful candidate will assume the administrative responsibilities for assisting in the identification of potential funding sources for the College, the preparation of assigned grant proposals assisting communicating with agencies providing funds to the College, and providing internal communication regarding grants.

Qualifications must include Bachelor's degree, Master's pretent Successful grant writing, knowledge of public and private fundy sources, excellent interpersonal skills and an understanding at commitment to Equal Access/Equal Opportunity and demonstrate

Salary range \$38,000-\$50,000 for a 12-month year. Send later. resume and materials supporting experience to:

Ms. Charmian Sperling Dean of Staff and Program Development MIDDLESEX COMMUNITY COLLEGE Springs Road Bedford, MA 01730

APPLICATION DEADLINE: 7/30/92 AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

perience preferred (private and class). Demonstrated understanding of clarinet pedagosy. Part-time position \$25 per contact hour for applied. This position currently is a part-time position which through recruiting of applied students could become a full time salaried position. Review of applications will beam immediately and continue until an appointment is made. Contact: William Florescu, Chair of Clarinet Search Committee, Conservatory of Music, Capital University, Columbus, Ohio 43209; phone: (614) 236-6122.

Music: Assistant Professor of Violin. Una year replacement beginning Fall 1992. Mayler's Degree in Violin Performance (doctorale proferrus), extensive experience as a recitalist, demonstrated skill as a teacher. Teach violin and viola to both majors and non-majors, perform as a member of the Nevada Fine Aris Trio (plano Irio), coach

Music Tenure-track position as Director of Choral Activities and Instructor of Voice at small state university, effective September 1, 1992. Required: doctorate or MFA, demonstrated excellence of musicianship, and knowledge of vocal technique and vocal podagoy. Desirable: college-tevel teaching superience and successful experience with student recruitment. Send letter, vita, all college transcripts, at least three letters of recommendation, and a tase recording that ipstudes a solo performance by the candidate and a performance of a choral group conducted by the candidate (a stamped, self-addressed agreelope must be included

for return of the tape) by July II a but David M. Taylor, Station 74, Livings University, Livingston, Adabase MA No incomplete applications will be one ered. Equal Opportunity Employes.

ered. Equal Opportunity angulor.

Nursing: Southern Arkanas Using: Nursing Instructor, SAU is seekla spectations for a position as a tenne-incident and the seekla spectation for a position as a tenne-incident seekla special spe Newade Fise Aris Trio (plano Irio), coach chamber music, recruit aludents, teach courses in other areas of expertise. Possible additional appointment with the Las Vegas Symphony. Salary competitive. Application acreening begins July 22, 1992 and will continue until position is filled. Send letter of application, complete resume, three current letters of recommendation, and a tape of performance with a self-addressed stamped envelope (tape return) ic: Violis Search Committee (P74644), Department of Music, University of Newada, Las Vegas, A505 Maryland Parkway, Las Vegas, Nevada 89154-5025. An EU/AA Employer.

Music Tenure-track position as Director of Choral Activities and Instructor of Voice at the proportion of the propor

Marianal Professor, effective Pall (M. Prins Insching Cappellone, Marian Cappellone, Marian Mary Codese, Marian Marian Cappellone, Marian Marian Cappellone, Marian Marian Marian Cappellone, Marian Marian

Quarications

Backelor's degree required; MBA and/or CPA preferred.

Higher education and/or fund accounting experience.

10 year's progressive financial/managerial presitions.

Background in data processing to refine existing AllS.

Knowledge of personnel administration and physical facilities.

Competitive salary, excellent fringe benefits, and reserved parking. Position available August, 1992, or as soon as possible thereafter. Send your resume with plany requirements to:

Patricia A. Keck Personnel Office Peirce Junior College 1420 Pine Street Philadelphia, PA 19102

Peirce UNIOR COLLEGE

Treasurer/Chief Financial Officer

Pales, located in center-city Philadelphia, offers exciting executive management opportunity for an experienced, energetic professional. This position will aport directly to the President.

Outis

Advises President on all financial policies, practices, and procedures.
Develops strategic financial plans and projet from.
Repares annual operating budget and monthly departmental statements.
Manages daily operation of business office, personnel and physical

prant. • Collects monies due, discharges debts and oversees investment policy.

Pelice Junior College is an Atturnative Action and Equal Opportunity Employer



BATES COLLEGE

Assistant Dean of Admissions Admissions Counsclor

Bita College invites nominations and applications for an appointment to

But College, located in Southern Maine, 140 miles north of Boston and Sader from the Maine coast, is a highly selective liberal arts college of specimitely 1,500 undergraduate students and 160 members of the facul-ficients recognized among the nation's leading colleges of the liberal arts

This position will involve the full range of admissions work; interviewing, and, liker reading, management of geographic territories, and other stabilization responsibilities. We value citergy, imagination, good countingable, the obility to write and speak with precision, some familiarity throughling, and organizational/administrative skills.

Fraguer a BAMS degree, and prefer a uninimate of two years of approach admissions of a related field. Place send a letter of application and resume by July 21, 1992:

Admissions Search Committee Bates College 217 Lane Hall Lewiston, MF 01240

Bus College is an Affirmative Action, Equal Opportunity Employer.

Allocaties and women are encouraged to apply.

in inclusion; and home health care and manner experiences for faculty practice. Item hopeon is available. Competitive direct and fines benefits. Send yether and comprehensive configuration services. The foresees to Dr. Patricia L. and the foresees to Dr. Patricia L. and the foresees to Dr. Patricia L. and the foresees and Dean, School of single, 100 following Boulevard, fittle pattern forest transported care urganizations. Ultitation field from the forest transported care urganizations. Ultitation field from the forest transported forest forest transported forest forest to practice as an RN of the State of New Jersey, and

herian in the commend to apply.

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in Action Employer.

John Coordinator for Baccalasteate frame. Overall management of BSN pann, 14. policities frames. Overall management of BSN pann, 14. policities frames and state board process, and, as accided, recruitment. Collections with advance and other University days of the panners of the Collection of the Collection of the Collection of Associate Dean for SSN panners, Amount to Associate Dean for SSN panners, amount of Associate Dean for the Collection of Associate Collection of Associate Collection of Associate Collection of Collection

ration Review staff, and interfacing with managed care organizations. Utilization Review firms, insulance companies and PRO. Graduate of an accredited school of nursing with a current idense to practice as an RN on the State of New Jersey, and Backelor's the gree in a related field with three years of psychiatric nursing experience. Pievious experience with utilization review helpful. Applicants lacking the three years of psychiatric nursing experience may substitute related utilization review experience in a psychiatry facility on a year-for-year basis. Please send resume with salary requirements to Ms. Ellie Maniner, Human Resources Destiment (THE), UMDNI, 45 Knightsbridge Road, CN 6810, Psychiatry and Affirmative Action, Equal Opportunity Employer, milluly, and a member of the University Health System of New Jersey.

a member of the of New Jersey.

or New Jersey.

Nursing: Medical Surgical Nursing, Fulltime. Postnom in Medical Surgical Nursing
to teach in an NLN-accredited baccalance
are and massier's level nursing program
Person muss be able to teach didactic and
clinical content and to supervise graduate
students in various learning experience. A
Massier's degree in Medical Surgical Nursing is required. A doctorate an nursing or a
setated area is required for a tenure-track
appointment Applications uselaking a current vita and the numers of three persons
who can serve as references should be sent
by September 15, 1972 to. Sandra Schwanberg, Search Coordinator, College of Nurstiae, University of New Meaco, Alboquerque, New Mexico S7131-1961, 1907) 2776224. Fax 1505) 2777370. The University of
New Mexico is an Affirmative Action and
Equal Opportsonry Emphorer.

Nursing: Georgia Southern University Department of Nursing socks marsing faculty. The Department of Nursing at Georgia Southern University seeks applicants for one faculty possion in our ESN program. Total Pall 1991 corrollment exceeds 15,000. The Department of Nursing now has over 500 students and advisces and more applicants waiting for acceptance. Twenty-four faculty perform teaching, pract-writing, sorvice, and rescutch in a closely-inst de-

DEAN OF STUDENTS

Butler County Community College

Butler, Pennsylvania

Hutler County Community College invites applications for the position of Dean of Students. The Dean of Students is directly responsible to the President of the College for the leadership of the College's Student Services Program with primary responsibility for the supervision and management of Routinent (admissious, placement testing and advising), Financial Aid, Counseling/Learning Center, Student Activities, Physical Development and Athletics, and Child Care Services.

Numerus, and Cano Care Services.

Butler County Community College, a comprehensive public community college, currently enrolls 3,000 students in credit courses on Main Campus and at three off-campus centers. Founded in 1965, the College's Main Campus is located on a \$23-acre wooded campus just south of the City of Burler, approximately \$5 miles north of Pirtsburgh, Pennsylvana. The College ofters two-year career and transfer programs, certificate programs, non-credit and community service programs, and specialized programs for business and inclusive.

Qualifications: (andidates must have an earned doctorate in Student Personnel Services, Higher Education Administration, or related discipline with five years' responsible experience in higher education administration (preferably community college). Experience in two or more student personnel areas preferred. Effective managerial, interpersonal, and communication skills required. Candidates should have a familiarity with institutional problem solving, higher education issues, and collegiate relationships under collective hargaining.

Interested applicants should send a letter of application and current résumé to: Office of the President, Butler County Community Collège, P. O. Box 1203, Butler, PA 16003-1203. Applications are due AUGUST 31, 1992.

Butler County Community College is an Equal Opportunity, Aftirmative Action Employer.

DEAN OF THE GRADUATE SCHOOL

Tennessee State University

Transessee State University seeks a dynamic and creative administrator for the Ciraduate School. The Dean reports to the Vice President for Academic Atlans and is a member of the Council of Academic Affairs. The person chosen for this position must be a seasoned administrator, qualified as an academic management being essential. The Dean should possess a record of scholarship. The institution seeks a person with the ability to work well with others, a person who can help to further develop existing graduate programs and develop future doctoral and moster's degree programs. A Ph.D. is required with a reference in the Liberal Arts or the Natural or Physical Sciences area. Candidate must be eligible for appointment as a Professor in one of the graduate areas of the University. inations and applications should be sent to:

Dr. Arthur Washington Vice President for Academic Affairs Tennessee State University 3590 John Merritt Blvd. Nashville, Tennessee 37209-1561

include letter expressing interest in the position; vitae; and names, addresses and telephone numbers of at least four references. The position will be available September 1, 1992. The deadline for applica-tions is August 1, 1992. The search committee will begin reviewing dosslers on that date and will continue until the dean is selected.

SALARY: Salary offered is competitive. Tennessee State University is an Equal Opportunity, Affirmative Action Employer.

West Virginia University **SCHOOL OF NURSING** Associate Dean for Research

and Graduate Education

Key scadomic administrator sought to facilitate research and scholarly activity of feculty, direct continued development of MSN program and coordinate dovelopment of a Ph.D. in Nursing Program. MSN and Doctorate required; Doctorate in Nursing professed. Experience in baccalaureate and graduate education, research and scholarly activity required. Applications accepted until position filled. Submit letter of application, vitue and three references to E. Jane Mertin, Ph.D., R.N., F.A.A.N., Dean, West Virginia University School of Nursing, 1144 Health Sciences Canter North, P. O. Box 9800, Morgantown, WV 26506-9800.



 $\mathbf{A}_{ ext{n}}$ update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe ---

every week in The Chronicle.

STTHOMAS UNIVERSITY

SCHOOL OF LAW

We invite applications for the following positions:

DIRECTOR OF DEVELOPMENT

The director is responsible for all development and public relations activities of the law school, including planning, implementing, and managing the annual fund, alumni and other associations, direction of the major gifts program, and identifying and preparing applications for grants from foundations and corporations. The Director is also responsible for middle party and corporations. dations and corporations. The Director is also responsible for publishing the alumnineweletter and other development publications. Bachelor's degree required; Master's degree in Public Relations, Administration or related area preferred; Juris Doctor preferred. At least five years of proven fund-relaing ability and experience preferred. Excellent oral, written and interpersonal communication skills are essential.

ASSISTANT DEAN FOR STUDENT AFFAIRS

The Assistant Dean is responsible for advising and counseling law students in academic matters, including course selection, academic difficulties, and financial and tutorial assistance. The Assistant Dean is also responsible for assistance. The Assistant Dean is also responsible for publishing the law school catalog and student handbook. Assisting student organizations and planning various pro-grams, e.g., orientation, graduation, law day, special iso-ture series, also are the responsibility of the Assistant Dean for Student Affairs. Juris Doctor degree required. Experi-ence in student academic counseling preferred. Excellent oral, written, and interpersonal communication skills are

These positions are available August 10, 1992. Deadline for applications is July 27, 1992. St. Thomas University is an Equal Opportunity Employer institution of higher education. Qualified women and minority individuals are encouraged

Send resume and salary requirements to: Associate Dean Larry J. Ritchie, St. Thomas University School of Law, 16400 NW 32 Ave., Miami, FL 33054. Fax:(305)623-2390.

ASSISTANT DEAN, PART-TIME PROGRAMS SCHOOL OF SOCIAL WORK

The Boston University School of Social Work invites applications for the position of Assistant Dean of Part-Time Programs. These programs, serving over 350 students, are located in Boston. Southeastern and Northeastern Massachusetts. The Assistant Denn will be responsible for educational leadership, administrative direction and the continued development of the part-time programs of the School.

Master's degree in Social Work or equivalent and ten years of rolated experience in higher education required. Demon-strated leadership and the shility to work cooperatively with diverse constituencies a must.

Please send resume to: Josephine Tompkins, Office of Personnel, Boston University, 25 Buick Street, Boston, MA



An affirmative action/equal opportunity employer

nariment. Position requirements: MSN or MN; Medical-Surgical specialty; thrac years' teaching experience at college level. Preferred; dectorate; three years' clinical experience. Rank and salary are commensurate with qualifications. Send letter of application, unofficial transcripts of all degrees, and names/addresses of 3 references to: Dr. M. Christine Talandes, Acting Head, Department of Nursing, Georgis Southern University, LB 8158, Statesbaro, Georgis Johnson 1992. Position available preferred January 3, 1992 or no later than September 30, 1992. Position available preferred January 3, 1992 or no later than September 1, 1993. Georgis Southern University is an Affirmative Action, Equal Opportunity Institution. Minomities are encouraged to apply. The names of applicants and nominees, resumés, and other general non-evaluative information are subject to public inspection under the Georgis Open Records Act.

South Carolina 29340, EOR.

Physical Plant Management: Associate Director, Physical Plant and Planular. Mempith State University is sections applications for the position of Associate Director, who will plan and direct the maintenance and construction program for the satigned crafts and trades for the University's Poysical Plant and Planulog. Requires Bachelor's derive in Construction Engineering. Civil Engineering, or a related field, four years experience scheduling, supervising and assuming responsibility for maintenance, renowstion and/or new construction projects. Prefer college contraework is Management, Law or Labur Management and Master's degree, Salary: Commensurate with education and experience. Application deadline: August 4, 1992. Request application information form the Department of Fernonnei, (901) 678-2601, Mempits State University, Memphis, Tennes-

see 38152. Equal Opportunity, Affirmativ Action Compleyer.

Physics: One year Assistant Professor of Physics, Minimum qualifications: Ph.D. in theoretical condensed matter physics, teaching ability, research record in condensed matter theory. Preferred qualifications: must be able to interact and collaborate with current faculty members in condensed matter theory research. Closing date; July 31, 1992. To apply, send resume and 3 letters of recommendation to the Search Committee, Department of Physics, North Dakots Saist University, P. O. Box 5366, Parso. North Dakots 58103-5366.

Political Science: The Department of Politi-cal Science at the College of Charleston in-vites applications to fill two tenure track selectors professorables in international reessistant professocaliba in international reintional comparative politics to begin Aupust 15, 1993. Teaching responsibilities will
include some combination of introductory
courses in international relations. American foreign policy and comparative politics
and advanced courses in the area of apeclatination. Specialities are open except for
Lutin American and African sensitudes. A
constitution commitment to excellence in
both teaching and research is essential.
Ph.D. and teaching experience required.
The normal teaching load is 12 hours each
semester; however, there are opportunities
for reductions to enable research. The Department has eleven full-time members and
approximately 500 undergateate majors.
Salary is competitive based on qualifications and experience. The College of
Charleston is a public liberal arts institution
with approximately \$800 attacks to cated
in a coasist metropolitan area of \$500,000

WEST GEORGIA COLLEGE

General Description: The Vice President for Business and Finance reports directly to the President and is responsible for the general financial operations of the College; accounting, payroll, purchasing, internal audits and property control, central stores and other fiscal services; operation and maintenance of the physical plant; public safety; personnel services; auxiliary services. (State appropriations budget development and administration are not a function of the Vice President for Business and Finance.)

Qualifications: A minimum of a bachelor's degree (MBA and/or CPA pre-

erred) with relevant experience in college administration and financial and facilities management; demonstrated ability to work cooperatively and effectively with various constituencies; strong management and organizational skills; experience in policy formation and implementation; working knowl-

Salary: Salary is commensurate with the background and experience of the

individual selected. In addition, the coffege has an excellent fringe benefits

College: West Georgia College is a state college in the University System of

mately 2,700. The College's 400 acre campus is just within the western boundary of Carrollton. The city and county have a combined population of

To Apply: The position will be available beginning July 1, 1993. Nomina-

to Apply: The position will be available beginning july 1, 1993. Nomina-tions should be sent to the address below. For full consideration, applications should be received by September 1, 1992, but the position will remain open until filled. Send letter of application, detailed resume, official transcripts, and at least three letters of professional references to:

Dr. David Hovey, Chair

Search Committee for Vice President for Business and Finance West Georgia College Carroliton, Georgia 30118

The names of applicants and nominees, résumés, and other general material

are subject to public inspection under the Georgia Open Records Act. West Georgia is an Affirmative Action, Equal Opportunity Employer and strongly

ASSISTANT VICE

CHANCELLOR FOR FACILITIES

East Carolina University invites applications for the position of Assistant Vice Chancellor for Facilities to be responsible for all physical plant operations, facility planning, energy management, as well as operational and capital budget development for facilities. The incumbent will supervise a total

velopment for radiities. The incumbent will supervise a total staff of approximately 170 employees with total resources in excess of \$5.5 million and a utility budget of \$7.3 million. A comprehensive university with a major medical center, ECU has an enrollment of over 17,000 students, 485 acres of property, and 105 buildings with over 3.8 million gross square feet of space.

or space.

Requirements include: Bachelor's Degree in engineering, architecture, management, or other relevant field and a minimum of six years of progressive experience in physical plant management in a large facility. Master's Degree and experience in a college, university, research, or health care setting is preferred. Strong interpersonal, financial, communication, and management skills are essential. Salary will be in the low \$60's

Georgia offering two-year, four-year, master's, specialist's, and cooperative doctoral degrees. With three undergraduate schools and a graduate school.

college statute, the Vice President has faculty status.

edge of NACUBO standards and guidelines preferred.

enrollment is in excess of 7,500. Capacity for resident stu-

65,000 and are located 50 miles west of Atlanta, Georgia.

encourages the applications of women and minorities.

Administrators reporting to the Vice President for Business and Finance are Directors of Business Services, Plant Operations, Auxiliary Enterprises, Personnel, and Public Safely. The position corries no faculty rank; however by

Vice President for Business and Finance

TRENTON STATE COLLEGE **DEAN - SCHOOL OF EDUCATION**

RE - ADVERTISEMENT Trenton State College is seeking applications and nominations of dotinguished candida to provide innovative leadership and vision to its School of Education.

About Trenton State College: The College is a highly selective, mid-sized institution and has received national ecognition for its communent to quality education. Located on 250 acres in suburban Ewing Turnship, NJ, Trenton State College has a full-time emollment of approximately 6,000 undergraduate and graduate underts. Founded in 1855, the College today offers more than 60 degree programs through its five schools: Arts and Sciences, Business, Education, Nursing, and Technology. The campus is within easy driving distance of both New York and Philadelphia.

About the School of Education: The school presently has 70 full-time faculty members in seven academic departments: Counseling and Personnel Services, Educational Administration and Secondary Education, Elementary and Early Childhood Education, Health and Physical Education, Reading and Language Arta, Special Education, and Speech Pathology, Audiology, and Education of the Hearing Impaired. The School offen 21 undergraduate and 28 graduate degree and certification programs on campus and internationally. More than 1,000 undergraduate students and more than 500 graduate students are presently enrolled in them.

About the Dean: Under the direction of the Vice President for Academic Affain, the Dean acts as the tenior academic officer of the School and assumes overall responsibility for the development, modification, and administration of programs necessary to meet the academic needs of the students served by the School and for the fostering of excellence in programs, instruction, and research. The Dean supervises the development of programs to meet standards of accreditation and the recruitment and hiring of new faculty and stuff; he or she also makes recommendations for amountment, reasonment, tenure, and promotion. The so makes recommendations for appointment, reappointment, tenure, and promotion. The earn develops the budget for the School and provides leadership for long-range planning

Earned doctorate in a discipline represented in the School.

Record of effective reaching, research, schollarship, service, and publication appropriate or appointment us a tenured full professor in the school.

Record of effective, invocative and yeliomary leadership and administrative experience in Record of effective, invocative and yeliomary leadership and administrative experience in

Record of effective, innovative and various is a transfer of the characteristic and public education.

An understanding of and commitment to reacher education and public education.

Record of activity with appropriate professional organizations in Education.

Knowledge of accreditation requirements and experience in leading self-study activities for both regional and naturnal accrediting agencies.

Knowledge of recent trends in K-12 curriculum development and governance.

Record of securing and allocating resources to provide quality undergraduate and graduate instruction, research, and public service.

Demonstrated commitment to enhancing diversity to meet the challenges of the 21st

entury. Exceptional communication and interpersonal skills.

plary commensurate with experience.

Solary commensurate with experience.

Procedure for Candidacy: The review of applications has begun on June 15 and the search will remain open until a candidate is selected. The preferred appointment date is january, 1993, or as soon thereafter as the position can be filled by an outranding candidate. Candidates should submit a letter discussing their suitability for the position, accompanied by a vita and the names, addresses and telephone numbers of four references. Three current letters of recommendation which relate the candidate to the qualifications for the position should be sent directly by the recommenders to the chair of the search committee. Address

Dr. Marcia Blicherz, Chair, Dean Search Committee,
Office of Academic Affairs,
Trenton State College,
Hilliwood Lakes, CN 4700, Trenton, NJ 08650-4700.
To enrich education through divenity, TSC is an AA/EOE.



dean of academic affairs

Nominations and applications for the position of Dean of Academic Affairs are invited. Position is available January 1, 1993.

QUALIFICATIONS: An earned doctorate with a proven record of management and organizational skills, leadership and excellence in scholarship and teaching, as well as the ability to work creatively with faculty, students and administrative personnel and an understanding of collegiate relationships under collective bargaining. Must have community college. At least five (5) years administrative experience with three (3) years of proven academic leadership, preferably in a community college and at least three (3) years postsecondary teaching.

RESPONSIBILITIES: The Dean of Academic Affairs reports to the President and is responsible for the overall management of the Academic Affairs Division with primary responsibility for development and maintenance of the College Academic Programs. Areas/programs supervised include Academic Divisions, Learning Resources, Continuing Education, Off-Campus Centers and special educational

COMPENSATION: Salary, high 70's depending upon qualifications and experience and includes an excellent benefits program. Send letter of application, resume and salary history, by August 3, 1992, to: Ruth Jordan, Personnel Office, Montgomery County Community College, 340 DeKalb Pike, Blue Bell, PA 19422-0758. An equal conceptuality affirmation action amplicate historialities and conceptuality. opportunity/affirmative action employer. Minorities and Women are encouraged to apply.

itical science. Responsibilities include teaching courses in American government and comparative governments. Sand letter, vita, two letters of recommendation, and other supporties materials to Dr. Clay Dotton. Academic Dear, Young Harris College, Young Harris, Georgia 305E2; telephone 404-379-3111. Review of applications will begin immediately and cominue until the position has been filled.

Political Sciences New search. Linfield Col-inse seeks to fill tenure-track audition pro-fessor possition in comparative politica and political development for Fall 1993. Outsui-tative skills and area specialty expected. Courses to be tangint include political de-yelopment, area studies, methodology, and misentifications. international relations. Ph.D. required for promotion and advancement to tenare; ABD considered for instructor rank. Scad latter of application, complete résumé, three letters of recommendation (obserment file acceptable), and official transcripts of all college and university work to Dean Kenneth P. Goodrich, Limited College, McMinaville, Oregon 97128. Screening begins October 1, 1992. Representative will attend APSA meeting. AA/BOR.

Political Sciences The Department of Political Sciences and History is seeking to fall a tenure-track vacancy in political science at the assistant or associate professor rank, beginning in August, 1992. At least (we years of teaching experience are required. Teaching in Japuna, 1992. At least (we years of teaching experience are required. Teaching responsibilities include courses in American government and research methods. The application package must include a letter of application, curriculum vitac, three letters of recommendation, and graduate and undergraduate transcripts. Application to Dr. Rickey Hill, Chairperson, Department of Political Science and History, South Carolina State University, Orangeborg, South Carolina 29117. SCSU is an AA/EOE/PMHV.

SEARCH REOPENED

Associate Dean College of Information Studies at Drexel University

Drexel University's College of information Studies is sacking nomina-tions and applications for the position of Associate Dean of the college, Anticipaled starting date is 15 August 1992.

Anticipated starting date is 15 August 1992.

Drexel is a technological university with one of the nation's most extensive cooperative education programs. The College of Information Studies offers several programs, granting the following degrees: B.S. In Information Systems; M.S. (undesignated, accredited by the American Library Association); M.S. in Information Systems; and Ph.D. in Information Studies. The college hes approximately 200 undergraductes, 325 master's students, and 30 doctoral students.

etes, 325 master's students, and 30 doctoral students.

The Associate Dean, reporting to the Dean, is responsible for oversight of much of the college educational program. The Associate Dean position is an administrative position. A background in library and information is preferred, but backgrounds in information systems, computing or information-related discipline are acceptable. The M.S. degrae is required, as is administrative experience equivalent to two years' service as a department head. The successful applicant will have demonstrated ability to coupsel students, manage staff, work with faculty and promote diversity within the college student body.

student body.

The responsibilities of the associate deen are; undergraduate advisement; master's and doctoral student admissions and advisement; selection of students for awards; financial aid management; course scheduling; financial management of the instructional program; equal opportunity programs; service on university committees, especially those concerning undergraduate and graduate curricula; representation of the college at professional associations; and participation with the dean in college planning and management activities. The Associate Dean will have the opportunity to teach, but teaching is not required.

Please forward nominations and applications, with those references to

Please forward nominations and applications, with three references, to Dr. Richard H. Lytle, Dean, College of Information Studies, Drexel University, Philadelphia, Pennsylvania 19104. Fax: (215) 895-2494. Drexel is an equal opportunity employer. Review of applications will begin on 1 August 1992. Nominations and applications will be accepted until 15 August 1992.

North Orange County Community College District CYPRESS COLLEGE

Division Dean Physical Education

Cypress College is located in the northwestern part of Orange County, where light industry in attractive industrial parks is interspersed with beautiful residential areas. The college consists of twelve major instructional buildings on a 100-acre site. The distinctive architecture and aesthetically-pleasing grounds combine to make an impressive campus setting.

The Division Dean of Physical Education, under the direction of the Vice President of Instruction, is the administrator responsible for the faculty staff, and facilities related to the Physical Education, Health and Safety Education curriculum, and the intercollegiate Athletic Programs.

Qualifications: Master's degree in physical education OR Bachelor's in physical education AND a Master's in any life science, dance, physiology, health education, recreation administration, kinesiology or physical therapy equivalent or the equivalent from an accredited college or university. The NOCCCD offers a generous benefits package, which includes health haurance and competitive salaries. We are committed to Affirmative Action and enthusiastically encourage applications from qualified women, minorities, and disabled individuals.

The deadline date for all application material is 5:00 p.m., Friday, September 11, 1992. Materials received after the deadline may not be considered. Please call or write for an application packet.

North Orange County Community College District Office of Human Resources 1909 North Lemon Street Fullerion, CA 92632-1318 Phone (714) 871-4030; IAX (714) 738-7853

You can send your ad copy to The Chronicle's Bulletin Board anytime!

By FAX

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Simply send the copy for your advertisement to the address below. You're likely to find the mails especially convenient when your copy is ready on a Tuesday or Wednesday. From almost anywhere in the United States, first-class mail sent on either of those days will reach us in time to make our Monday deadline. Send your ad copy to:

Bulletin Board The Chronicle of Higher Education 1255 Twenty-Third Street, NW, Suite 700

Washington, D.C. 20037

PENNSTATE



DEAN College of Arts and Architectur

Applications and nominations are toylted for the position of Deard & College of Arts and Architecture and Executive Director of the University & Services. Applicants should have appropriate academic credentials hape sonal and fund-raising skills, and significant administrative experience provide academic, cultural, and organizational leadership to the College.

provide academic, cultural, and organizational leadership to the College.

The College offers programs in architecture, art history, integrative and transferape architecture, music, theatre, and visual arts. In addition, takes responsibility for general education in the arts at University Park and result university's eighteen Commonwealth Campuses located throughout to state. The College currently enrolfs 1,335 full-time baccalaureate and 17 practicate students served by 145 full-time equivalent faculty at University and 27 faculty at the Commonwealth Campuses supported by 149 million budget and an additional \$2.7 million for Arts Services with a rail of the control of the

University Arts Services is comprised of the Palmer Museum of Art by Center for the Performing Arts; Pennsylvania Center State, a summer equi-theatre program; and Music at Penn's Woods, a summer musical lessival

The criteria for appointment shall include demonstrated competence and those academic or professional credentials appropriate for appointment shall include demonstrated competence and those academic or professional credentials appropriate for appointment a Professor within a department or school of the College; prior experience as significant level of responsibility for the administration of an academic cultural organization; a demonstrated ability to set goals, organize the world the academic unit, supervise people, manage budgets, cultivate importion, and raise funds; and a commitment to the philosophy and reposition of a large, public university.

In addition to the above criteria, high priority is placed upon the quies associated with intellectual leadership, imagination, achievement and a strong commitment to high standards in the arts.

The search committee will began to review résumés in Septembe, 1992 and will continue to receive them until a candidate is selected. Application and nonstrations, accumpanied by résumés and other supporting material should be submitted to Dr. Rodney J. Reed, Chair, Arts and Architecture Dean Search Committee, Penn State University, 201 Old Main, 80X Off, University Park, PA 16802.

An Affirmative Action, Equal Opportunity Employer Women and Minorities Encouraged to Apply



DEAN of the

School of Education

The School of Education offers graduate degree professional certification or 2,500 full- and part time students, fosters an extensive educate research agenda and maintains a network of service and outreach patterns with regional, national and international educational agencies and instantains.

The Dean is the senior faculty member, administrator and academicofford the School of Education, and reports to the Provost of the University Caddistes must have an earned discretate, a distinguished record of research schularship, teaching and experience. They must be highly qualified for tenured appointment, and have significant and successful administrative experience in a higher education or research institution and experience in a with the public schools. The position provides the opportunity for strong and magnitude leadership.

The final screening of applicants will begin September 15, 1992, and since continue until the appointment is made. Normations and letters of application, including resume and the names, addresses and phone number of a least three references, should be sent to:

Dr. Alan Lesgold Chair, Dean's Search Committee Office of the Provost 801 Cathedral of Learning University of Phtsburgh Pittsburgh, PA 15260

The University of Pittsburgh is an Equal Opportunity Employer. ten and minority group members are invited and encouraged to appl

and names/addresses/telephone numbers of at least three references to Professor John C. McWhorter, Department of Actorpace McWhorter, Department of Actorpace McWhorter, Department of Actorpace State, Mississippi 3762. Mississippi State University is an AA/EEO employer.

Psychology: Charleston Southern University Invites applications for an Assistant Professor of Psychology. Generalist to begin either September 1, 1992 or January 15, 1993. Three quarier time teaching a variety 1993. Three quarier lime teaching a variety of courses such as adolescent paychology, adult development, and theories of personality. One quarier time counseling students. Ph.D and clumble for licensure required. Charleston Southern University is a private, likeral arts institution, affinated with the South Carolina Baptist Convention, with over 2,400 students offering both undergraduate and graduate degrees. Send festume and three letters of recommendation to Dr. David Naylor, Chair, Department of Behavioral Sciences, Charleston Southern University, P.O. Box 10087. Charleston, Southern University is an affirmative action employer and does not discriminate on the basts of pace, color, astional or ethnic origin, handicap or sex.

he origin, handicap or sex.

Fsychology: Clinical Psychology Bepartment Chain/Chincal Psychology: Clinical response of the first sealing a Chain/Chincal Director who is an experience clinicial Director who is an experience clinician, highly familiar with professional training issues, and the Practitioner/Scholar Model. The successful candidate will hold a doctorate in psychology and have proven skills as a clinician and administrator to help schology and large statements of the same of the accreditation. Outstanding teaching and leadership abilities are particularly destrable. The University

RULLETIN BOARD: Positions available



Tarleton State University Stephenville, Texas

Vice President for Institutional Advancement

founded in 1899, Tarleton State University is a comprehensive, state-assist-eduniversity which is part of The Texas A&M University System. Farbiton has an encolment of over 6,400 and is located in Stephenville, Texas, 65 miles grathwest of Fort Worth. Tarleton has approximately 40,000 alumni and has a total endowment of \$4.5 million.

and endowment of \$4.5 minutes.

Position: Assumes overall administrative responsibility for the University's polic relations/public affairs, fund raising, and atomor relations programs. Develop and maintains contacts with alumni, external foundations/organizators, businesses, and interested individuals to encourage support of University endowments, scholarships, undesignated funts, and other projects. Coordinates all solicitations for funds. University-wide, and oversees organizations are proposed to the projects. confinets all solicitations for funds. University-wide, and oversees organization and implementation of major endowment drives. Servos as Executive Octor for the Tarleton Development Coundation. Works closely with the President of the Foundation and its Board to benefit the University, no hoding federar responsibility for investing/disbursing fromts as different by the Board, preparing reports, and ensuring appropriate the ords are maintained Board, preparing reports, and ensuring appropriate the ords are maintained Board, preparing the maintained Board, preparing and the private sector; works with other University offices to present a occurate image of the campus and to communic ate the mission and goals to various external constituencies, including other Texas A&M University outreach efforts. Assists in other projects as assigned by the Presi-

Quilications: Must have an earned doctorate in administration, business, force, public affairs or related field. Ten years of administrative experience inhigher education related to aspects of institutional advancement (including atmit relations), development, public affairs, and public relations). Career nated by a progression of responsible leadership and management experience, Experience with major fund-raising campaigns.

Sulary: Commensurate with qualifications and experience.

Applications: The screening of applications will begin immediately and will continue util the position is filled. Application process may be discontinued by the alter July 22, 1992. For further information, call Tarletin State University at 817 966-9464. To apply, send letter of application, résumé, and a list of three references to:

Dr. Ron Bradberry Chair, Search Committee Tarleton State University P. O. Box T-1179

Taleton State University is an Equal Opportunity, Alimnative Action Employer Minority and women candidates are encouraged to apply.

VICE CHANCELLOR FOR MANAGERIAL AND TECHNOLOGICAL SERVICES

University of Missouri-St. Louis

Applications are being accepted for the position of Vice Chancellor for Vinagerial and Technological Services at the University of Missouri-St. José he Vice Chancellor is one of five who report directly to the Chancel binagetal services include budgeting, planning, institutional research, finise, business services, management services, and certain auxiliary margines. Technological services include all aspects of computing, institutional technology, and other digitally based services. The Vice Canellor also plays a leadership role in campus strategic planning and infilies planning.

accessful condidate should have an earned doctorate in an appropriate accessful condidate should have an earned doctorate in an appropriate academic discipline and relevant administrative experience, prefeasly on a campus that is part of a multi-campus system. Applicants mad have knowledge of accounting, budgeting, planning, and management information systems in higher education; an understanding of the role fechnology in higher education, demonstrated analytical skills, an ability to communicate offectively; and strong interpersonal skills. The societal candidate must be able to work comperatively with the Chancilor, a culturally diverse campus community, and University of Misson System personnel.

Balliteratively diverse:

The University of Missouri-St. Louis is a dynamic orban campus founded in 1963. As one of the four campuses constituting the University of Missouri's land-grant mission and data as the only public, comprehensive research university in Missouri. The University of Missouri-St Louis offers approximately 70 degree program through the doctorate and professional degree levels and serves fore than 15,000 students.

Candidates must submit a letter of application, a curriculum vitae, and ames, telephone numbers, and addresses of at least three references Campiered applications, as outlined above, must be received by July 31, 1922 and should be addressed to:

Chancellor's Office/401 Woods Halt Vice Chancellor for Managerial and Technological Services Search Committe University of Missouri-St. Louis 8001 Natural Bridge Road St. Louis, MO 63121-4499

finishing instructor, full-time. Northern vision Community College, Woodbridge Consult Community College, Woodbridge Consult College, Woodbridge and Specialist Processing States and Specialist Processing College, Advise Student's Community College, Advise Student's Community College, Advise Student's College of the College College, Co

rytology Committee Southeasters Oktion Sale University Assistant Profester All Property Assistant Profester All Property Emphasis in developint to the Committee Applicant
past to the Committee Applicant
past to the Committee And Adviso students.

Sale congestive, To apply, submit a letart explication, thumb, official tran-

into offered or two years' experience as a Senior Research Scientist. Experience from thave included research in cytotoxic allegenic and mutagenic potential of pharmacrological compounds. Must have published phytopathological research in a peer reviewed journal on plant systemic ladue into of divease resistance. Experience must have included the supervition of laboratory researchers. 40 hours/week, Monday-Friday, 9 s.m. to 5 s.m., 252,000/year, Must have proof of legal suthority to work permanently in the United States. Send resumes to: fillion to Experience must Security, 401 South State Street—3 south, Chicago, Illinois 60635, Attention: S. Lindsey, Reference 8V-IL, 51464. No Calls. An employer paid advertisement. Research / Blochemistry / Felfowship: Portdoctural Felfow. Detection of muta-tions and attered gene products in isolated human white blood cells of globia sene among American populations using sel electrophoretis, pharmacia automated DNA sequencias procedures, polymerase August 3, 1892. AA/EUF.

Research: Research Associate to be responsible for performing laboratory lends developing cytonicidy acreening compounds against panels of themain lumor cell have, prepare results of research for publication in poer-research scientific fromtals and for presentation at automatic fromtals and for presentation at all the chromator-raphy, cleartophoresis and centralization of productions, nucleic acid and not sequence aga; train and/or super-reserves research technication, student association and administrative support stuff, as accessively over-lew the progress and repairs of a team of laboratory researchers who are testing the potential and supersearchers who are testing the potential and supersearchers who are testing the potential and supersearch applicable may go see Ph.D. in Agricultural Sections of Pagement Compounds of the progression of the prog

The most extensive listing anywhere of jobs available in higher education -

every week in The Chronicle.

FLORIDA MEMORIAL COLLEGE

Vice President for Student Development and Enrollment Management



Florida Memorial College, a historically Black, four-year, meducational college, invites applications for Vice President for Student Development and Enrollment Management.

This position repurts directly to the President and gives leadership to a comprehensive student affeirs program, which fusiers students' neadomic, cultural and social

Functional areas for which the Vice President will be responsible include Enrollment Management (Admissions, Financial Aid, Veterans Services, Recruitment), Student Health Services, Student Activities, Intramural Sports, Placement Services, Alcohol and Drug Abusa Prevention, Student Housing, Greek Affairs, International Student Services, Student Government Association, Counseling Services (Vocational and Personal) and Student Development Services (Career Development Center), Student Support Services and Tutorial Centers.

Qualifications: The successful candidate will have a master's degree or an earned doctorate (preferred) in an appropriate field from an accredited institution; extensive experience and knowledge of student affairs, functions and issues; a thorough understanding of enrollment management and the recruitment and retention of students. Candidate must provide evidence of professional development and have the ability to work with diverse camous nounlations.

Salary and benefits: Competitive and commensurate with experience and qualifications. This is a 12-month position. Position available: August 15, 1992, or a date acceptable to the College and the successful candidate.

Application procedure: Completed applications should be received by July 20, 1992. Send letter of interest, curriculum vitae, names, addresses and phone numbers of five references to:

Mrs. Grace Ali, CPA Chairperson—Sesrch Committee—VPSDEM Florida Memorial Collega 15800 N.W. 42nd Avenue Miami, Florida 33054

Florida Memorial College is an EEO/AA employer trages applications from women, Blacks, and other minorities

LACKAWANNA JUNIOR COLLEGE

Vice President of Academic Affairs

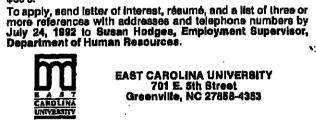
"Unlimited Opportunities" I ackawanna Junior College, Scranton, Pennsylvania, invites agrifications for the position of Vice President of Academic Affairs. The successful candidate will be the college's Chief Academic Officer and oversee the administrative functioning of traditional and non-traditional programs and of student services. The college is seeking a man or woman who demonstrates an understanding of teaching and the educational prize os and who values involvement with trustees, faculty, staff, students and campus life.

The Vice Resident

The Vice President of Academic Affairs provides leadership in curriculum plan-ning, unplementation and subcomes assessment as well as faculty development and evaluation in a college that seeks to meet individual and community needs. The successful conditiate must passess an earned ductorate, a record of excel-lence in college level toaching and two to three years' progressive academic administrative experience. Experience in community or junior college is helpful but not tree ossary, as is experience dealing with accrediting agencies and orga-nized labor. Applicants will have demonstrated leadership ability, exceptional interprepanal skills, strong educational philosophy and a commitment to collab-crative severance.

Lackawanna Junior College is a private, non-profit, degree-granting institution offering a ademic and vocational education programs, headquartered in Scranton, Pennsylvania, and with two regional branches. The college is an equal opportunity, affirmative action employer.

Applirants should send a letter of interest, résumé, reference and salary requirements to Director of Personnel, Jackawanna Junior College, 901 Prospect Avenue, Scranton, PA 18505. The deadline for applications is Monday, July 27, 1992. Appointment will hegin on or about September 3, 1992.



EAST CAROLINA UNIVERSITY 701 E. 5th Street Greenville, NC 27858-4353

East Carolina University is an Equal Opportunity Employer and actively seeks the candidacy of women and minorities.

protocols related to research on snake venprotocols related to research on anake venom; teaching new techniques to lab personnel and graduate students; operation HPLC systems, electrophorats and immenobloting dryfices. BLISA, plate reader, spectrophotometer, countings, utilizationer and cell culture equipment. Must be able to conduct research independently, problish results in appropriate fournals and prepare grand proposals to Nutional funding asencies. Candidates about have 3 years' experience in protein blochemismy techniques (can be part of educational program). Ph. D. or Ph. D. candidates in Bloorical Science or Microbiology/immunology required. Full-time position, salary 5/788 per mosth. Scyd letter of application, frauged, transcripts, and three letters of reference to Okiahoma State Employment Service, 711 linus Krayler, Stillwater, Okiahoma 74075 (ID6600), Refer to follo Order 09/515. Applicants must have proof of legal authority to work in the U.S. EOE.

Research/Biophysics: Research Associate. 523,641 per year, 40 hours per week. Conduct independent research to study the effects of physical forces (stretch, shear stress) on the electrophysiciology and biochemistry of vascular endothelial cells and sampoin muscle cells, conduct in vitro experiments on isolated anctor cularred vascular smooth muscle and andothelial cells,

using simultaneous patch-clamp electrophysiology and calcium microfluorimetry.
Calibrate and use the following equipment:
inverted microscope, parch-clamp amplifier, microcomputer data acquisition system,
picospritzer, oscilloscope, Bessel ålter,
puss-wave senerator, PCM proorder, and
calcium microfluorimeter. Construit micropipettes for these experiments using micropipettes for these experiments using micropipettes puller and microforge, Malatian
cells in tissue culture using standard, asspite tochniques. Collect and analyte experimental data on both IBM and Macintosh
microcomputers using data acquisitios,
apreadsheet, word processing, data analysis, and stalistical software. Graph and prosent results at scientific meetings. Author
scientific manuscripts for publication in
scientific journals. Requires Ph.D., or conriction of all requirements, in Biophysics,
and completion of graduate courses for the
convicual chemistry of living organisms; and
Mambrane Biophysics—the application of
physical methods and theories to biological
problems apscifically involving cell memtranes. Apply at the Texas Employment
Commission, Byras, Texas, Job Order
#6567856, or send returned to the Texas
Employment Commission, TEC Beliding.
Ansith, Texas 78778, Job Order #658765.
Advertisement Paid by an Equal Employment Opportunity Employer.





RULLETIN BOARD: Positions available

PROVOST

Fort Hays State University

Nominations and applications are invited for the position of Provost/Chief Assemic Officer at Fort Hays State University, Hays, Kunsus. The Provost provides leadership for faculty (230 full-time) and all educational pagams, both undergraduate and graduate. The Deans of the Colleges of Arisind Sciences, Business, Education, Health and Life Sciences, as well as he Deans of Continuing Education and Ciraduate School, and directors of academic and support programs report directly to the Provost.

of academic and support programs report unrecity to the Provinst, Indibutional Profiles Fort Hays State University is a regional university with a growing enrollment of about 6,000. It principally serves western Kansas and is dedicated to providing instruction within a computerized estimated with an emphasis on high-touch and high-tech instruction. The major area of emphasis is liberal education with a commitment to englence in teaching. Important goals of the University are to anduate all andents computer literate and flexible to meet the demands of a highly technical society so they are prepared for their tode in the international

community.

Community Profiles The city of Hays, Kansas, is a community of approximately 18,000 located along interstate Highway 70 midway between Kansas City and Denver. The city serves as the economic, cultural, and medical enter of western Kansas. Health and child care incilities are available goog with an excellent school.

shools.

Puston Profile: The position of Provost at FHSU requires a dynamic seatemic leader with strong interpersonal skills and an eye to the future. The minimum requirements for the position include an earned ductorate, demonstrated teaching and scholarly expertise, as well as expertise in untegic planning, program assessment, faculty development, and resource allocation. In addition to the customary responsibilities of the chief seatemic officer, the successful candidate should expect the coming decaste to include continuing emphasis on the recruitment of a more diverse fauly and student body, links with primary and secondary schools and community colleges, the enhancement and development of new academic programs, and an increasing emphasis on internationalism in the curricular, A knowledge and interest in computerization and two-way interactive title instruction are highly desirable.

Compensation: The University offers an excellent benefits package and subry is commensurate with experience and qualifications.

Applications, supporting materials and a minimum of 5 letters of reference should be sent to Dr. Willis Watt, Provost Search Committee Chair, Fort lays State University, Box 287, 600 Park Street, Hays, KS 67601-409). Refew of candidates will begin August 15, 1992. The position will be available as early as January 1, 1993.

Fort Hays State University is an Alternative Action,

SIMMONS.) COLLEGE

BOSTON, MASSACHUSETTS

President

The Corporation of Simmons College invites

nominations and expressions of interest for the lifth presidency since 1899, following the retirement of William J. Holmes in 1993 after 23 years of leadership.

Simmons is located in a vital urban setting. The

undergraduate college for women emphasizes the liberal aris and preparation for professional cureers. The graduate schools of social work, library and information science, management, and health studies

The search committee will begin its review in late July of those who send a letter, vita, and list of at least five

references. Please address inquiries and nominations to:

Linda Paresky, Chair Presidential Search Committee

Simmons College P.O. Box 1389

Boston, MA 02117

Simmons College is an equal opportunity employer

enjoy national recognition.

Equal Opportunity Employer.

Women, minorities and persons with disabilities are encouraged to apply.

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PROVOST

Vice President for Academic Affairs **CENTRAL WASHINGTON UNIVERSITY**

Central Washington University is a comprehensive university of 7,500 students in Ellensburg, Washington, a community located in the eastern foothills of the Cascade Mountains. The University, consisting of a main campus and sour off-campus centers, offers high quality bachelor's, master's and professional programs in diverse fields. Teaching is the University's most important function.

The Provost and Vice President for Academic Affairs is chief administrator of academic affairs of the university, advises the President in matters of academic and university concerns, and represents the university in the absence of the

The successful candidate will have:

- an earned doctorale in an academic discipline from an accredited institu-
- broad experience and accomplishment in teaching, scholarship, public service and academic administration, preferably at level of dean or higher, and a thorough grasp of relationship of academic programs to the universi-by as a whole.
- vision, imagination, and understanding of current issues in higher education on a national and international scale, such as uses of technology in the curriculum and internationalization of the university.
- the ability to conceptualize, implement and achieve goals of a liberal arts and science-based curriculum and to enhance the University's commit-ment to teacher education, business and technology.
- a record of commutation to diversity.

a management style which fosters good communication and encourages broad faculty and staff participation in decisions; the ability to make non-traditional as well as difficult decisions, especially in resource allocations.

Applications should include a current résumé, letter of interest describing the applicant's suitability for the position, and names of five references including addresses and telephone numbers. Applications from women, minorities and persons of disability are encouraged. Send applications, nominations or requests for a full position description to:

Dr. Charles L. McGehee, Chair Provost Search Committee Office of the Provost Tel: (509) 963-1400

For full consideration, completed applications should be received by October 16, 1992. The position is to be filled no later than July 1, 1993.

Central Washington University is an EEO/AA Title IX employe

VICE PRESIDENT ACADEMIC AFFAIRS

Northcentral Technical College, Wausau, Waconsin, is a two-year vocational technical and adult education institution. NTC has a beautiful comprehensive campus in Wausau, four anniller campuses, and many off-tampus least loss serving approximately 20,000 students annually, equaling 2500 FTE with an annual operating budget of \$26 million, and employing 150 full time and 700 part-time instructional staff.

This position reports to the District Director/President and is responsible for the overall leader slep and administration of district while instruction

and student services.

Qualifications: Doctorate degree in a rubted area. Must have five (5) successful years of management experience in education. Minimum of three (3) years of successful post-secondary teaching experience, with more teaching experience desired. Occupational experience in a field other than education, Must lawe demonstrated ability in adult, vocational and technical education; budgeting competency-based curriculum; alternative instructional delivery systems, professional seal development; programdevelopment and evaluation; student service and development; and leadership aldis, Must be able to meet certification requirements of Wisconsis Board of Vocational, Technical and Adult Education.

Application deadline is August 7, 192

For more information and application requirements, contact:



Telephone (715) 675-3331 ext. 295 Personnel Office Northcentral Technical College 1000 Campus Drive Wausau, Wi 5440

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Research/Chemical Engineering: Research Associate, Specialized pasearch in severation and purification of agricultural products mainly cherry. Isolation and determination of various components of this product using hydrolysis, specialized productor, as and faith pressure liquid chromatography, supercritical carbon dioxide along with laboratory instrumentation, analysis of experimental data and greparation of fechnical reports. Requires Ph.D. in Agricultural of Chemical Resingentian tections of comments of the co

Research/Chemistry; Research Associate. Synthesis of new biologically active B-lantam G-axo-4-szetidine) antibiotics. Development of novel synthetic methods for the asymmetric synthesis of cepholospoin and its carbon analogs (carbacaphems). Synthesis and study of N-hydroxy-2-astetidinone. Determination of reaction mechanisms and proper transfer of substituted B-lactams and related heterocycles. In order to investigate reaction mechanisms and prepare target molecules, modern purification and separation techniques, such as column chromatography, preparative TLC, fractional distillation as well as ion exchange column are used to isolate air and moisture-sensitive intermediates. Advanced analytic methods, such as 1H and

VICE CHANCELLOR FOR ADMINISTRATIVE SERVICES

University of Missouri-St. Louis

Applications are being accepted for the position of Vice Chancellor for Administrative Services at the University of Missourt-St. Louis. The vice chancellor is one of five who report directly to the Chancellor.

Administrative services include physical plant, facilities management, planning and construction, property acquisitions, environmental health and safety, police/transportation, human resources, and certain auxiliary and general services. The vice chancellor also plays a leadership role in the physical develop-

ment or the campus.

The successful candidate should have earned a master's degree in an appropriate discipline and possess at least fen years of relevant technical and financial experience. A proven track record of administrative experience in both the public and private sectors is destrable. Applicants should have demonstrated analytical skills, the ability to work effectively with a variety of internal and external constituencies, and the ability to understand and participate in the budget process. The successful candidate must be able to work cooperatively with the Chancellor, a culturally diverse campus community, and University of Missouri sustem personnel.

The University of Missouri-St. Louis is a dynamic urban campus founded in 1963. As one of the four campuses constituting the University of Missouri, it shares the University of Missouri's land-grant mission and status as the only public, comprehensive research university in Missouri. The University of Missouri-St. Louis offers approximately 70 degree programs through the doctorate and professional degree level and serves more than 15,000 students. The campus consists of some forty buildings and over 2 million gross square feet of facilities on two hundred acres.

Candidates must submit a letter of application, a curriculum vitae, and names, telephone numbers, and addresses of at least three references. Completed applications, as outlined above, must be received by August 7, 1992, and should be addressed to:

Chencellor's Office/401 Woods Hall Vice Chancellor for Administrative Services Search Committee University of Missouri-St. Louis 8001 Natural Bridge Road St. Louis, MO 63121-4499

An Equal Opportunity Employer ************************************



Senior Vice President for Academic Affairs and Provost

The Ohio State University invites nominations and applications for the position of Senior Vice President for Academic Affairs and Provost. As the chief academic officer of the university, the Provost reports directly to the President and has primary responsibility for instructional and faculty offairs. Candidates must have a doctoral degree (or the equivalent) and a record in leaching, research and service that would qualify them for a tenured appointment at the rank of Professor in one of the academic units of the university. They also must have a demonstrated commitment to promoting excellence in teaching, research and service and to achieving elinic, genuler and cultural diversity.

The university seeks candidates who will provide effective leadership for a diverse faculty, staff and student body within the consultative traditions of addemic governance. Experience as an academic administrator is preferred although relevant non-academic administrative experience also may be considered.

Nominations and applications should be submitted to: Paul Allen Beck, Chair, Provost's Search Committee, 210 Bricker Hall, 190 North Oval Mail, OSU, Columbus, OH 43210.

Applications must include a letter of interest, a curriculum vitae and the names and addresses of at least three references. To ensure full consideration, applications and nominations must be received by September 1, 1992.

The Ohio State University is an Equal Opportunity, Affirmative Action Employer. Qualified women, minorities, Vietnam-era voterans, disabled veterans and individuals with disabilities are encouraged to apply.

titosa. Requires Ph.D. in Chemistry. Apply at the Teuse Employment Commission. Bryan, Texas, Job Order #6667655, or send retsume to the Teuse Employment Commission, TEC Building, Austin, Texas Pholyment of any Low Order #6687635, Advertisament paid for by an Equal Employment Opportunity Employer.

Research/Immunology: Assistant research et to work on projects related to the development of any Lardwood vectures, a vaccine against Borrelia burndorfart and the study of immunopathogenia of Lyme borrelicias in the cacine. May levolve teacting immunoparabidory and immunology of Dost-vector-pathogen interactions. Ph.D. in lumnunology and D.V.M. or educational equivalency required with strong reparation and interaction of the path of the dynamics of host-vector-pathogen interactions. Ph.D. in lumnunology and D.V.M. or educational equivalency required with strong reparation, publication records and three years' experience including one year of animal disease of agency interactions. Ph.D. in lumnunology and D.V.M. or educational equivalency required with strong reparation properties to study the dynamics of host-vector-pathogen interactions; on year teaching structure and arthropod tissue culture experience with strong properties of host-vector-pathogen interactions; on year teaching structure and activation and interaction of the methods described above and have an extensive knowledge of hormone actions of elements of the methods described above and have an extensive knowledge of hormone actions of the methods described above and have an extensive knowledge of hormone actions of elements of the methods described above and have an extensive knowledge of hormone actions of the methods described above and have an extensive knowledge of hormone actions of the methods described above and have an extensive knowledge of hormone described and the client, Mr.D. Hard Mr.D. Hard Mr.D

Research/Physics: Research Associate. Will study material properties using solid state

including TEM, SEM, EDX, and high resolution TEM techniques and squipment.
Performs electrools structure characterization using optical and electrical transport
measurements including magnetic fields
environment. Requires Ph D. de aree in Experimental Solid State Physics. Also requires one year's experience in the job to
be performed or one year's experience as a
Retearch Associate, Material Science. If
experience in related field, entire experience must include Electronic Structure
characterization using X-ray diffraction
and electron microscopy including TEM,
SEM, EDX and high resolution TEM techniques and equipment. Feducation to include completion of Ph.D. thesis in the
growth of high quality, low-dimensional
single crystal and characterization using
electrical transport measurements including under low temperatures and high magnetic field. Hours: 6:00 a.m. 5:00 p.m., 40
hours per week as \$27,000 per year salary.
This is a university position. Must have
proof of legal sulhority to work permanenty in the U.S. Please send resume to: Illunois Department of Employment Security,
fill nois 6060. Alternior S. Lindley, Refcrence #V-IL \$51)-L. No calls: 2 copies of
your resume required. An employer paid
advertisement.

Residence Lifet Resident Director search



VICE PRESIDENT FOR ADMINISTRATIVE SERVICES

Colorado State University, a land grant, Camegle Division I Research university of 21,000 students and approximately \$295 million in annual expending seeks nominations and applications for the position of Vice Presides in Administrative Services. This senior level position reports directly to the President and serves as a member of the President's Cabinet.

The functional portfolio of this position includes Business and Reachlessices, Environmental I lealth Services, Facilities Planning, Facilities Services, and University Police. The Administrative Services function encompasses a burdget of \$24 million and 460 employees.

The position requires specific computencies in the use of information admits on management, quality improvement programs, and a strong backgood in financial management and university finance.

A commitment to higher education is necessary and a graduate degree business, finance, or related field is preferred. Candidates must be sensible unique informal and external environments and be able to form produce relationships with faculty, ariministration, city, state and federal officials. Colorado State University provides a high quality education and result environment in an appealing city of 100,000 located at the footills of the Rockles. Fort Collins offers a unique climate with many recreations press

The successful candidate should be prepared to start work as early intelled

An application consisting of resume, letter of application relating qualifiers specifically to this position, and names, addresses, and telephone numbers three references should be received by September 1, 1992. Nominational also invited. Search may be extended if a suitable candidate cannot be seen.

Mr. Jack H. Miller

Search Committee, Vice President for Administrative Services
521 University Services Center
Colorado State University
Fort Collins, Colorado 80523

CSU is an I:EO/AA employer, E.O. Office: 21 Spruce Hall.

RE-ADVERTISEMENT ASSOCIATE VICE PRESIDENT FOR DEVELOPMENT

The University of North-Texas invites applications and nominations to The University of North Texas Invites applications and nominators for the position of Associate Vice President for Development will have responsibility for some interview of the President for Development will have responsibility for some intermediate program in the state of the state of a comprehensive fund-raising program including major gifts, planned giving corporate/foundation relations, annual giving and aband relations in addition whe will be the staff director of the second phase of a Centential Capital Campulgh. Additional dutters will include Foundation administration and fund-raising support functions.

The University of North Texas is the fourth because institution of light

The University of Routh Texas is the fourth largest institution of light education in the State of Texas, with over 27,000 students it is comprehensive research institution located in Denton, Texas 3 miles north of Dailas and Port Worth.

Minimum requirements include a Bachelor's degree with advance degree preferred, at least ten years' current and successful backed development and fund-taking experience, with at least five years in higher education fund ratising. Candidates must be able to work the diverse internal and external constituencies; have strong wing speaking and organizational skills; and have demonstrated successful. speaking and organizational skills; and have demonstrated sacrasic experience in all facets of funct raising including participating in capital campaign in an ocademic environment.

Application deadline is July 29, 1992. Send letters of applications resume and three letters of reference to:

University of North Texas Personnel Office P. O. Box 13497 Denton, TX 76203

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Performs structural characterization using
X-ray diffraction and electron microscopy
including TEM, SEM, EDX, and high resotition TEM techniques and souloment. indianapous, in 462-40

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VICE CHANCELLOR FOR UNIVERSITY RELATIONS University of Missouri-St. Louis

Applications are being accepted for the position of Vice Chancellor for University Relations at the University of Missouri-St. Louis. The Vice Chancellor is one of five who report directly to the Chancellor. The Vice Chancellor is responsible for providing leadership and management in the following areas: alumni and constituent relations, development, public relations, special events, and printing and graphic services. The Vice Chancellor works closely with the Chancellor, faculty, staff, administrators and volunteer boards in a collaborative manner.

administrators and volunteer boards in a collaborative manner. The University of Missouri-St. Louis is a dynamic urban campus founded in 1963. As one of the four campuses constituting the University of Missouri, it shares the University of Missouri's land-grant mission and status as the only public, comprehensive research university in Missouri. The successful candidate should have serned a master's degree in an appropriate discipline, possess 10 years of fund-raising experience and five years or more of increasingly more responsible positions in university advancement with a background in the following area: alumnt relations, volunteer relations, publications and graphic services, development functions, public information and special events. A proven track record of fund-raising success at a comprehensive university is mandature.

The successful candidate also must have strong interpersonal and negotiating skills, and an ability to communicate effectively and work collegially with a variety of constituencies.

Candidates must submit a letter of application, résumé and names, tele-phone numbers, and addresses of at least three references. Completed applications, as outlined above, must be received by July 31, 1992 and should be addressed to:

Office of the Chancellor Vice Chancellor for University Relations Search Committee University of Missouri-St. Louis 8001 Natural Bridge Road 401 Woods Hall St. Louis, MO 63121-4499

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PRESIDENT

Foreign Policy Research Institute

Foreign Policy Research Institute seeks president, a full-time administrative position. President has financial, personnel, and representational duties, plus overall responsibility for quality control. FPRI, founded in 1955, promotes an activist U.S. policy. It has a staff of 20 and budget of \$1.5 million. Programs include research, publication of Orbis, and education. Ideal candidate has fund-raising skills, leadership capabilities, knowledge of foreign affairs, high profile.

To apply, please send résumé, brief, published writing samples, statement of agenda, and three recommendations to:

Presidential Search Committee Foreign Policy Research Institute 3615 Chestnut Street Philadelphia, Pennsylvania 19104

PRESIDENT

Indiana Secundary Market, Inc. ("ISM") and Education Financial Services, tutional Set unitary Market, Inc. ("ISM") and traucation Financial Services, Inc. ("I.FS"), private not-for-profit corporations, are seeking qualified applicants for the position of President. ISM is a \$500 million asset-based organization which purchases education loans from financial institutions. EFS provides administrative support for ISM's operations and servicing for its loan portfolio. The President is responsible for the management of both corporations.

Qualifications should include substantial senior management experience, familiarity with financial institutions, and knowledge of loan servicing requirements, data processing systems and corporate finance. Experience in the Quaranteed Student Loan program or a program of comparable complexity is described.

Résumés and salary history should be sent in confidence no later than July 24, 1992, lo: Attractive compensation package.

Search Committee Education Financial Services, Inc. 8425 Woodfield Crossing Blvd., Suite 401 Indianapolis, IN 46240

Equal Opportunity Employer

Memphis State University VICE PRESIDENT FOR ADVANCEMENT

Memphis State University seeks applications and nominations for the newly created position of Vice President for Advancement. The University is a comprehensive, urban university with 20,600 students located in a pleasant residential setting of Memphis, a metropolitan area of approximately one million people.

As a member of the President's senior management staff, the Vice President will have responsibility for the planning, organization and administration of the University's fund-raising and a lumni activities. This advancement position will be responsible for the cultivation of large donors, development of a significant planned giving program and the direction of the University's educational foundation.

Minimum qualifications include:

- Demonstrated experience in organizing and managing high-level volunteer campaign structures.
 Experienced fund raiser with a high level of interpersonal,
- communication and organizational skills.

 Proven record of accomplishment and a demonstrated ability
- to work well with potential sources of top-level gift support, as well as with University officials, volunteer leaders and campus fund-raising personnel.
- Minimum of five years of increasingly responsible experience in annual giving, capital campaigns, and alumni affairs.

 Comparable comprehensive experience at the senior executive level in a large, complex organization will also be
- Familiarity with contemporary issues and methods in higher education institutional advancement and philanthropy.
- Technical expertise, personal attributes and energy to lead various other advancement activities of the institution.

 Ability to work with a highly productive faculty in identifying educational programs for which fund raising is required and in involving faculty in articulating these needs to potential
- Master's or doctoral degree in a discipline relative to the position preferred.

Salary will be competitive and commensurate with qualifications. Screening of candidates will begin on July 24, 1992 and continue until the position is filled. Applications, credentials and nomination should be submitted to:

Search Committee, Vice President for Advancement Office of the President Memphis State University Memphis, Tennessee 38152

An Equal Opportunity/Affirmative Action University

Assistant Provost Summer, Special and Continuing Studies

Reporting to the Provost and Senior Vice President for Academic Affairs, you will manage our Summer. Special and Continuing Studies staff, oversee the operation of existing programs and develop and implement

We require a BA, a minimum of 6 years of relevant experience in an academic setting, excellent communications and organizational skills and demonstrated leadership abilities. An advanced degree is preferred. We anticipate a storting date no later than

Please send your resume and the names and addresses of three references by August 15, 1992 to: The Employment Administrator, Brandels University, PO Box 9110, Waltham, MA 02254-9110. Please reference job \$127.

An equal opportunity/affirmative action employer.

BRANDEIS UNIVERSITY

cants who have experience in university teaching in the area of mental retardation for Position I. Preference will be given to

havior disorders at middle and secondary school levels. Experise in technology is a priority. Experience with consultation-collaboration, and transition plans is desirable. Candidates are expected to participate in stant writing, scholarly settivity, university and community service. Submit letter of application, vita. transcripts of all scadenic work, and three current letters of



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13C NMR, various 2D-NMR, GC and GC-MS are also used for the atructure determination of reaction intermediates and final products. Requires Ps.D. degree in Organic Chemistry. Education to include completion of Ps.D. thesis in the Job to be performed or N-acyl-2-cyano-i-azadienes and the application of these straightens to the synthesis of carbacephers analogs through Flash Vactsum Thermodysis (Gas Phase Chemistry) by synthesis of azadienes to the synthesis of carbacephers analogs through Flash Vactsum Thermodysis (Gas Phase Chemistry) by synthesis of azadienes to the synthesis and study of N-hydroxy-2-azadidances using IR, various 2D NMR, CC-MS, Hours: 8:00 a.m. 40 hours per week at 230,000 per year salary. Please tend resume with social security number to: Indiana 5200 per year salary. Please tend resume with social security number to: Indiana faste Employment and Traising Services, 10 North Senate Avenus, Room 103, Indianapolis, Indiana 4620. Altention: Marjana Richmond, Identification 3288311.

Research/Chemistry: Research Associate. \$20,460 per year, 40 hours per week. Conduct the pendent chemistry research using Nuclear Magnetic Resonance (NMR), finfra Red (IR), Mass Spectrometry, and Gas Chromatography. Mass Spectrometry (GC-MS), Utilizes techniques involved to the organic synthesis of heterocycle compounds of biological interest, Develops and improves methodologies in the areas of radical chemistry. Research and pholicalism of a postdectoral scientist. Prepares manuscripts for proposals and publica-

measurements including magnetic fields environment. Requires Ph D. degree in Experimental Soids State Physics. Also requires one year's experience in the tob to be performed or not year's experience in the tob to be performed or not year's experience as a Research Associate, Material Science. It is experience in related field, ealing experience as an Research Associate, Material Science. If continuity, Affirmative Action Empirical Science of the Mississippi, Assistant Openior of the Characterization using X-ray diffraction and electron microscopy including TEM, SEM, EDX and high resolution Ti-M techniques and equipment. Feducation to include ecompletion of Ph.D. thesis is the growth of high quality, low-dimensional ingle crystal and characterization using electrical transport assurements including under low temperatures and high neckniques and staff for amost makes a mister of lead enthorsy to work permanent, by in the U.S. Please send résure to: Illinois Department of Pendon pend Security, 401 South State Street—I South, Chicago, fillinois 60003, Alfertion: S. Liedsey, Reference of V-IL Sell-L. No calls. 2 copies of your résume required. An employer paid advertisement.

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CHANCELLOR

The University of Wisconsin Extension

The University of Wisconsin System (UWS) seeks qualified applicants for the positional Chancellor of University of Wisconsin-Extension (UWEX). The UWS is comprised of

UWEX, two doctoral universities, eleven comprehensive universities, and things

freshman/sophomore centers. The chancellor of each system institution reports through the UNS

DWEX is charged with the responsibility for statewide program leadership, coordination, funding, and accountability for the extension function of all 26 UWS campuses and 72 Wiscomin 1 W/EV House 1 W/E

counties. This statewide responsibility is organized around three UWEX divisions: Cooperate

Extension, Continuing Education Extension, and Extension Communications. Copperation

Extension, Continuing caucation backages and on seven UWS campuses, respond to the

needs of communities, families, farmers, agribusinesses, and youth. Continuing Education

Extension faculty are based on each campus and offer continuing education opportunities for by

professions, business and industry, and the general public. Small Business Developme r Center (SBDC) counselors help individuals start new business and expand those already in operation. The

Extension Communications Division provides educational, informational, and cultural

programming throughout the state via the statewide public radio and television networks, and tale

in the development and application of innovative instructional delivery systems and technologic

systemwide extension structure associated with the programs of the other UWS institutions

developing and monitoring budgets and personnel funded by UWEX in consultation with the

system chancellors through the annual and biennial budget processes; serving as the practed

advocate for, and representative of, the extension function within the UWS; ensuring published

understanding and strong support from county, state, and federal government officials and agencie,

developing strong external relationships with, and support of, policy and decision makes a business, industry, labor, environmental and other public and private sector organizations and

groups; working effectively with the faculty and academic staff governance groups; systemeth

strategic planning, policy development, and coordination associated with the extension function

consultation with faculty, staff, clientele, and the UWS institutions; ensuring the availability,

quality, and cost effectiveness of a variety of program delivery methods, technologies, media and

academic and administrative support services; and responsibility for developing and maintaing diversity in faculty, staff, and programming to respond effectively to the needs of underrepresent

Qualifications include: appropriate academic credentials and experience in teaching scholarship, and/or educational leadership, demonstrating appreciation of and commitment to

scholarly values and activities—a terminal degree is preferred; significant and successful senior management experience directly related to public higher education—experience at a land-grant

university is desirable; knowledge of, and commitment to, the historic and contemporary missions

of extension and continuing education and their relationships to local officials, state legislative and

executive officials, regional and national entities, and federal officials; demonstrated understanding

of the educational needs of culturally, economically, and professionally diverse clientele groups working knowledge of, and commitment to, a wide variety of program delivery methods including

broadcasting and other instructional/telecommunications technologies, volunteer leadership,

independent study, workshops, counseling, and demonstrations; and, evidence of commitments

Applicants also must possess: exceptional oral, written, analytical, strategic planning, visioning, and interpersonal skills; intellectual and physical vigor; the ability to effectively

communicate the extension missions to diverse statewide constituencies; and the requisit

organizational skills to perform and relate successfully in a comprehensive, multi-level statesik

Applications should include: (1) a parrative letter indicating how the individual's unling and experience relate specifically to the listed job responsibilities and qualifications; (2) a detailed

professional resume; and, (3) the names, current addresses, and telephone numbers of at least five

references who can attest to the applicant's professional qualifications for the chancellorship Nominations will be accepted until September 1, 1992 and completed applications will be

Chancellor's Search & Screen Committee

c/o Secretary of the Faculty and Academic Staff 503 Extension Building, 432 North Lake Street

Madison, Wisconsin 53706 The University of Wisconsin System is an Equal Oppurumity/Afformative Action Employer

reviewed starting October 2, 1992. Nominations and applications should be sent to:

Salary commensurate with qualifications and experience and the Board of Regents executive

equal opportunity/affirmative action goals in stalling and programming.

salary structure. The position is available beginning January 1, 1993.

system of public higher education.

Major administrative responsibilities include: developing and maintaining an effective

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THE AMERICAN UNIVERSITY **MAJOR GIFTS** OFFICER

The American University, a major multi-disciplinary uni-versity located in the heart of the nation's capital, seeks an experienced entrepreneurial, goal-oriented, energetic and imaginative fundraiser, who can make a significant commitment to the University's Centennial Campaign.

The senior development officer will work with high level volunteers and senior iniversity officials, as well as independently, to secure ind vidual gifts in the range of \$25,000 -\$1,000,000.

fundraising experience, pref-erably in education, is required. A successful track record in direct solicitation o individuals is essential. Send resume to: Mr. James G. Kitendaugh, President, The Wayland Group, Inc., 323 Boston Post Road, Sulte 3C, Sudbury, MA 01776. An EEO/AA University.

A BA and 3 to 5 years

COLLEGE PRESIDENT

The Board of Trustees of Montgomery Community College, Troy, NC, invites applications for the Presidency of the College.

College.

MCC, a fully accredited two-year college with a student body of 3,414 funduplicated headcounty, has a full-time faculty and staff of 65. The College is a number of the North Carolina Community College System, and serves rural Montgomery and surrounding counties. The school offers a curriculum in academic, technical, vocational, and continuing education courses. It is fulfailing a one-year college transfer program.

ter program.

Candidates should have demonstrated administrative skills, leadership qualities, and specific experience in financial and program development. Candidates should have superior communicative skills, and a willingness to work with local government, business, industry, clvic and other community groups.

Famed Master's degree is required from an accredited institution to doctorate is preferred but not required). The salary will be based on the State Salary Schedule. MCC is an Affirmative Action, Equal Opportunity Institution.

Applications will be accepted until the position is filled. The soarch committee will begin screening candidates' materials on September 15, 1992. Submissions are specially encouraged prior to that date.

for application forms, or additional in-Dr. Forest Irom, Secretary Presidential Search Committee P. O. 80a 210 Troy, North Carolina 27371 Telephone: 1-800-433-2603

Closing date: 14 August 1992. Benefits include supergranuation, three to Perth for appointee and dependent family (if applicable), the moves allowance (if applicable), study leave and lous service leave. Conditions of appointment with may be made as a result of this advertisement. University policy on ealary loadings is currently under review. Written applications quoting references number, telephone number, qualifications and experience, and the names, addresses and fastfetephone numbers of three referees should reach the Acting Director, Personnel Services, The University of Western Australia, Nedlands, WA 6009, by the closing date (fax (09) 180 1036). The University is an equal opportunity employer and promotes a stroke-free statistics to non-statisticians as needed. Requirements: M.S. in statistics or biostatistics. Six months statistical consulting experience (i.e., design, analysis, sad results reportingal including, but not limited to sampling survey study, repression techniques, advance experimental design techniques such as solit-tpit plot, fractional factorial experiments. Coursework and research during graduate studies must include at least three programming languages, and at least two of the following statistical packages: SAS, MINITAB, BMDP, OLIM, SPSS. Undergraduate or graduate course in Real Analysis and Complex Analysis. Salary \$30,0005/ear. Sond résumés with Social Security number to Indiana Department of Workhore Development, 10 North Senate, Indianapolis, Indiana 46364. Attention: Exp. Glancia.

num of two years' (full-time equivalent)
tarking speech and group discussion at
ollega level required. Hiring range:
23.815-535,765 commensurate with qualications and experience, Deadine: July
1, 1992, 4;30 p.m. Send cover letter, remod, application, transcripts, and three
traconnel Office, Frederick Community
ollega, 7932 Opossumtown Pite, Freder2, Maryland 21702, Call 301-846-2435 for
opplication, Qualified women and minortes are encouraged to apply. FCC is an
AAEOS.

RULLETIN BOARD: Positions available



MATER DEI COLLEGE Ogdensburg, New York

PRESIDENT

ge Presidential Scarch Committee of the Roard of Trustees Invites oficialons and nominations for the position of President.

the Presidential Scarch Committee in the publications and nominations for the pushtion of President.

Paler Del College is a private, two-year, Catholic, multi-camputs institution committed to excellence in undergrathate education. Prounded in 1960 by the Sisters of Saint Joseph, Mater Del is a liberal arts based college with an encollement of approximately (300 students of diverse college with an encollement of approximately (300 students of diverse college with an encollement of approximately (300 students of diverse college with an encollege of the State studies of the highest quality of classroom instruction and committed to providing individualized attention to students in and out of the classroom. Associate degree majors are offered in alcohol and chemical dependence counseling, out reporting, liberal arts, ophthalmic dispensing, early childhood education, criminal justice, religious studies, secretarial studies, small business administration, and social work. Plater Del's beautiful 200 acr residential campus is located in the scenic foothills of the Admondack Pountains overlooking the St. Lawrence River in Oydenshorous for State University of New York and is accredited by the Dound of Regels of the State University of New York and is accredited by the Wide States Association of Colleges and Schools. It was also received spetal accreditation by the Commission of Opticianry Accreditation. Alar Del is a growing and expanding institution offering a values education in the Catholic tradition.

Qualifications: The College seeks a president who is a successful leafer with the following demonstrated qualifications:

easer with the following demonstrated quantications:

• mearned doctorate from an accredited institution:

• an established record, with a minimum of 5 years of successful sentor level higher education administrative experience.

• knowledge of and commitment of Catholic higher education;

• commitment to excellence in education with successful experience in teaching, learning, and educational innovation;

• understanding of and sensitivity to a culturally diverse population

uncertaining or and sensitivity to a culturally diverse population and desire to celebrate that diversity;
 experience with and commitment to participation and shared governance that begins with the trustees, and includes administration, faculty, staff, and students within a climate which encourses teamwork.

sgs teamwork:
I morough understanding of two-year college fiscal matters, the
ability to also outside funding, and a skill in budget development
and fiscal management; and fiscal management;
understanding of and experience with strategic planning and the need to involve all College constituencies;
demonstrated commitment to student concerns, with a special appreciation for the non-traditional student;

experience in facility planning and construction.

Personal Characteristics:

personally that is open, trusting, imaginative, and collegial; staning and enthusins in for hard work; personal, visionary leadership; sense of humor; concern for people; strong interpersonal stills; excellent verbal and written communication skills; ability to relate the content of the people; strong interpersonal stills; ability **lo motivale; exemplary character and integrity.**

Application A letter of application responding to the selected qualifications as listed above, including educational background, position polic personal characteristics, and correct resume should be submitted by August 30, 1992. Rominations, applications, and expressions of interest should be submitted to: Mr. Edward Muccaski, haldeatial Search Committee, R. K. 2, Box 45, Ogdensburg, Nerfork 13669.

PRESIDENT NORTHEASTERN OKLAHOMA A&M COLLEGE Miami, Oklahoma

he board of Regents for Okiahoma A&M Colleges is accepting applications or nominations for the Presidency of Northeastern Okiahoma AM College. Information perfaining to the Institution and position. including selection criteria, position description. etc.. may by obtained by writing to the address shown below. Résumés or applications received may be considered up to the time the position is littled, lowers, to be assured of consideration the same must be received by August 21, 1892. All communications should be made in writing to:

Catolyn Savage, Chairman Screening Committee A&M Board of Regents 2800 N. Lincoln Boulevard Oklahoma City, OK 73105

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

TO CHARLES AND MEN AND SECURITY AND SECURITY

PRESIDENT

Foundation for Allied Conservative Therapies Research

The Presidential Search Committee of the Board of Trustees invites applications and nominations for the position of President. The Foundation for Allied Conservative Therapies Research (FACIR) is a public non-profit research foundation created to pursue research and education in complementary therapies such as clinical nutrition, acupuncture, applied kinesiology, chiropractic and osteopathic manual therapies, homeopathy, and others. The goal of the foundation is to evolve a unified approach to the diagnosis and treatment of functional illness, tailoring the application of complementary therapies to the individual needs of each patient.

REMPONSIBLE TRIES: The President reports directly to the Board of Directors, and has overall authority and responsibility for both the Research and Education Programs of the Foundation, including ultimate oversight of the Foundation's clinical and laboratory research facilities.

QUALIFICATIONS: The successful candidate must have an earned doctoral degree, an established record of administrative accomplishment, experience in non-profit work, and a working accomplishment, experience in non-profit work, and a working familiarity with complementary therapies.

APPLICATIONS: Letters of application should include a current vita, the names and addresses of five references, and a sample of the candidates written work.

Applications and nominations should be sent to: Dr. Samuel Yanuck Search Committee Chairman **FACTR** 1521 Arboretum Drive Chapel Hill, NC 27516

EXECUTIVE DIRECTOR

Vermont Institute for Science, Mathematics and Technology

The Varinont Institute for Science, Math and Technology is seeking an Executive Director to direct all activities for Vermont's five-year Statewide Systemic initiative grant from NSF. Candidates must (1) understand teaching and learning with Ph.D., Ed.D. or equivalent; (2) be an effective team builder; (3) have at least live years of non-profit managoried experience; (4) domonstrate commitment to achieving educational equity; (5) have successful fund-misting capabilities; (0) be an articulate spokesporson; (7) offectively develop and manage stuff; (8) have a record of research and writing as a mathematician, scientist or educator. This metition will begin in Sentember.

Salary: Commensurate with experience. Starting Date: Soptomber 1902. Application Deadline: Reginning July 22 until filled.

Sund a latter of application, résumé and three letters of reference to: Vorment Institute Richardson, Chair Vorment Institute for Science, Mathematics and Technology Vorment Technical College Randelph Canter, VT 05061

Call Vermont Institute for Science, Mathematics and Technology et 802 728-3391, ext. 456 to request Job Description.

Dallas County Community College District

PRESIDENT Eastfield College Dallas, TX

Eastfield College, part of the seven-college Dallas County Community College District, is seeking a new president. Eastfield is a 254 - acre, 10-building campus, with an enrollment of approximately 10-001ding campus, with an enrollment of approximately 10,000 credit students and 9,000 continuing education students per semester. Staff includes 646 full-time and part-time faculty, 187 full-time professional support staff, and 27 administrators. This multicultural campus is located in Mesquite, an eastern suburb of

The president is responsible for the overall operation of the college, which includes a comprehensive educational program, and for the development/administration of the annual college budget of \$17,000,000. This position reports directly to the chancellor. Candidates for this position must have the following minimum qualifi-

Education/Experience

An earned doctorate from an accredited institution or a master's degree from an accredited institution, plus substantial leadership experience in an organization comparable to Eastfield Community College.

Knowledge of and commitment to the mission of the community

Three years of successful teaching experience as well as work experience outside the academic setting. Three years of managemen experience including the areas listed below:

- Instructional management
- Curriculum development
 Long-range planning and evaluation
- ction, development, and evaluation of personnel
- Fiscal planning/budgetary accountability
 Leadership in an institution that reflects a multicultural popula-

Demonstrated Skills Proven skills are sought in the following areas:

Team building
 Participative leadership

Advocacy for students

Allocation/management of resources according to mission and

realistic priorities

Exceptional verbal/written communication skills

 Comfort with computers as a communication tool Applicants must submit a completed DCCCD application, official transcripts, résumé or curriculum vitae, and a letter specifically addressing each of the required minimum qualifications for the position in the order listed above. Information should be sent to Barbara K. Corvey, District Director of Personnel Services, Dallas County Community College District, 701 Elm St., Suite 600, Dallas TX 75202-3290

las. TX 75202-3299. Nominations and applications will be accepted until the position is filled. However, the Search Committee will begin to review applications on September 15, 1992. Candidates cannot be guaranteed full consideration if materials are received after that date.

Minorities and women are strongly encouraged to apply-DCCCD is an EEO/D/AA Employer

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Flying Leaps Always



literature at St. Lawrence University. It is excerpted from The Book of the Toad: A Natural and Magical History o Human Relations. The book is published by the Park Street Press.

Land on Their Feet

confirmed bufophile.

wemment & Politics

kge from a two-year to a four-year instituto will hurt Fort Valley State College. Likewise, black-college leaders say that the failure of states to offer more graduate and professional programs at institutions lik Albany State College and Juckson State University is designed to limit their gowth. One public black-college president, who asked not to be identified, says state leaders want black colleges "to shoulder all the burden" of educating

"Any kind of indication of mismanagement or failure to develop and maintain a good institution will give people reasons for doing what they wanted to do in the first place."

poorly prepared black students, without gying black colleges any of the prestigious mygams that would attract corporate support and top-notch students of all races. "I'm still not sure most state leaders understand what our colleges can do," the

Sme Are Less Vulnerable

WO YEARS AGO, while cutting the grass

in my backyard with a power mower, I

happened to run over a toad. By the

time my fingers found the switch, the

blades of the mower had slashed the

animal badly. I do not regard myself as a

sentimental person, but I was troubled

as I bent down to examine it. It wasn't

just that I had unwittingly killed an

ally against the hordes of mosquitoes, gnats, and flies that

that affected me, making it dramatically clear that what at

living being, unlike the cold, formaldehyde-filled frogs we

There in the backyard, I picked the toad up carefully

and carried him to the shade of a nearby lilac bush. He

was still alive, but did not move. No doubt by this time

he was incapable of moving, yet it seemed to me rather

that he chose not to move; indeed, he seemed to have a

real dignity. When I had finished the mowing and

returned to the lilac bush, I found the toad—as I had

expected-dead, just in the spot where I had set him

It was one of those odd coincidences—or perhaps

what Jungians would call one of those synchronistic

events-that within a few weeks of the incident with

the mower I came across a poem, "The Death of a

Toad," by Richard Wilbur describing an experience

The poem expresses very well both the sense of the

toad's dignity that had so impressed me, and its essential

earthiness. But what most delighted me was the poet's

image of a lush prehistoric green world over which the

toad presides; our neat suburban lawns appear as a

from an earlier, grander, more vital world.

diminished and tame setting for this visiting monarch

In that moment, Wilbur's poem turned me into a

The text above is by Robert DeGraaff, a professor of Victorian

plague our summers. It was mostly the rush of blood

first glance looked to be a clod of earth was actually a

had dissected in high-school biology class.

la evaluating which public black colkgs may be most vulnerable right nowlecause of both the Supreme Court decison and other factors—several variables ome into play.

L.A. Torrence, executive assistant to the chancellor at the University of Arkansat Pine Bluff, says the fact that Pine Buff is part of a university system and is the only public black college in the state makes it less vulnerable than some other

Pairie View, says President Julius W. Becton, Jr., is similarly protected by being an of the Texas A&M University Sys-

The relative strength of black legislators kakeexpected to be a factor that will help was public black institutions. Howard Rele) Rawlings, chairman of the Maryland Leidative Black Caucus and vice-chairmofthe House of Delegates Appropriafors Committee, says black lawmakers "have very clearly defined to our colkagues" the priority they place on black

White Students Recruited

Alabama State Sen. Earl Hilliard says the goal of black legislators is to see bluck colleges truly excel. "We have to make sure they grow horizontally and vertically. that they grow financially, in every respect that white universities grow," he says.

Another strategy that may help black olleges is recruiting white students. Albut N. Whiting, author of Guardians of the Flame: Historically Black Colleges distalors are much more likely to support black colleges that have significant enrollments of white students.

Mr. Whiting, who was president of North Carolina Central for 17 years before ^{retiring} in 1983, says legislators were constantly trying to close that institution's law school-until white students started to enoll, "Once I had a white presence, I had touble getting appropriations."

Geography may play a role in determinwhich black colleges can attract white Milliam A. Blakey, a Washinglog lobbyist who represents many black atitutions, notes that many of the black colleges that have been most successful in Macting white students—Bowie State

WASHINGTON ALMANAC

in Federal Agencies

Energy research. The Energy Department has proposed rules that amend existing regulations governing the Office of Energy Research Financial Assistance Program, which gives awards for energy research and educational programs Comments must be received by August 7 (Federal Register, July 8, Pages 30, 171-3).

Pell Grants. The Education Department has issued final rules that allow those who served on active duty in the Persian Gulf war to be in the special-conditions category in the calculation of the amount of their grants (Federal Register, June 25, Pages 28,568-69).

Student aid. The Education Department has issued final rules that amend existing regulations govern-ing eligibility for federal student grants. The rules would make incligible for grants individuals who are in default on federal debts, and would impose other restrictions (Federal Register, July 8, Pages

Student loans. The Department of Health and Human Services has issued final rules that amend existing regulations governing the Health Education Assistance Loan Program, which provides loans to students in schools of medicine and other health-related professions Federal Register, June 29, Pages

Veterans' education. The Department of Veterans Affairs has issued thad rules that amend existing reg-olations governing eligibility for educational assistance under the Montgomery of Bill-Active Duty (Federal Register, June 30, Pages

Veterans' education. The Denurtment of Veterans Affairs has issued final rules that amend existing regulations determining whether an in dividual is entitled to change educational programs and still receive veterans' education benefits (Federal Register, June 30, Pages

Voterans' education. The Department of Veterans Affairs has issued final rules that implement the Veteruns Education and Employment Amendments of 1989, which affect educational programs and eligibil-ity for financial assistance (Federal Register, July 7, Pages 29,798-804)

Congressional Hearings

Since changes frequently occur visable to check with committees on or near the hearing dates.

Federal data bases. July 23. Hearing on B. 2813, which is the

equivalent of HR 2772. Contact: ommittee; (202) 224-6352.

HOUSE OF REPRESENTATIVES

Federal data bases. July 23. Hearing on HR 2772, which would authorize the establishment of an on-line service in the Governmen Printing Office to provide public access to federal data bases. Coninct: House Administration Committee; (202) 225-2061

Foreign students. July 21-22. Henrings on proposals to change the tax treatment of foreigners, in cluding foreign students receiving grants from non-American sources, Contact: House Comn ice on Ways and Means; (202) 225-

New Bills in Congress

Copies of bills may be obtained from Representatives (Washington 20515) or Senators (Washington 20510).

HOUSE OF REPRESENTATIVES

Aeronautical research. HR 5521 would authorize the National Aeronautics and Space Adminis tion and the Department of De fense to establish a joint aeronau cal research and development pro-gram. The bill would also authorize the establishment of an advisory committee with representative rom business, government, and universities. By Represent Lewis (R-Fla.) and McCurdy (D-

Agriculture research: IIR 5554 ould authorize the con of three Department of Agriculture units—the Agricultural Rescurch Service, the Cooperative State Reearch Service, and the Extension Service—into the Agriculture Re search and Extension Service. By Representative Santorum (R-Pa.).

Antitrust law. 11R 5391 would excolleges that cooperate in deter-mining financial-aid offers for apicunts. By Representative Towns

Blomedical research, 118, 5495 yould amend the Public Health Service Act to reauthorize the Na-tional Institutes of Health and lift a ban on federal support for fetal-ti: sue research in one year, if President Bush's plan to supply the tis-sue does not work. By Representative Waxman (D-Cul.) and 42

Cancer research, 11k 5340 would nuthorize \$2.2-billion in spending on the National Cancer Institute for fiscal year 1993 for research and ducation on breast cancer, gynecological cancers, and prostate cancer. By Ropresentative Smith (R-N.J.) and 26 others.

Computer networks. IIR 5344 would authorize the National Sci-ence Foundation to accelerate the search and Education Network, By Representative Boucher (D-Va.)

prohibit the military from discriminating on the basis of sexual orien der (D-Colo,) and 32 others.

Educational exchange. IIR 5406 would restrict the President's nuthority to interfere with American scholars' efforts to meet with foreign scholurs. By Representative Berman (D-Cal.) and 20 others.

Education of the deaf. HR 5379 would reputhorize the Education c the Deaf Act and authorize new programs for the deaf at Gallaudet University and the National Technical Institute for the Deaf. By Representatives Goodling (R-Pa.) and Ballenger (R-N.C.).

Education of the deaf. HR 5481 ould amend the Education of the Deaf Act by modifying current pro grams at Gallandet University and the Deaf, and by making applicable to those programs certain provi-sions of the individuals With Disabilities Education Act. By Repre-

sentative Owens (D-N.Y.). Environmental research. RR 5389 would authorize the creation of a center to collect information and promote research on conservation and development. By Representa-tive Scheuer (D-N.Y.) and 14 oth-

Job training, IIR 53 to would au-thorize \$2-billion in payments to states for education, Job-training. and technology-transfer programs to help military workers who are osing their jobs because of cuts in defense spending. By Representa-tive Bacchus (D-Flu.).

Job training, HR 5329 would authorize \$1-billion in spending through the Job Training Partner ship Act for job-training and emment-ussistance programs fu military workers who are losing their lobs because of cuts in defense spending. By Representati

Perkins (D-Ky.). Marine research, 118 5351 would extend the Regional Marine Research Program—which is supported by federal, state, and private nts-to the Circut Lukes. By resentative Davis (R-Mich.) and seven others.

National Archives. 11R 5356 would reauthorize the National Archives and Records Administration. By und Records Administration. by Representatives Wise (D-W.Vn.) and Conyers (D-Mich.). Beholarship programs. HR 5331 would authorize grants to establis

to help youths finish high school und attend college. By Representa-tives Weber (R-Minn.) and Penny

Science, HR 5529 would authorize the establishment of u Cabinet-level Department of Science, Space, Energy, and Technology that would combine the independent science agencies with the re-search branch of the Department of (R-Pa.) and three others.

Unrelated-business income tax. HR 5308 would impose a moratorium on applying the unrelated-busi ness income tax on sponsorship payments received by tax-exempt organizations to support public events. By Representative Chandler (R-Wash.) and six others.

Blomedical research. s 2899 is the equivalent of IIR 5495. By Senator Kennedy (D-Mass.) and three oth-

Black colleges. s 2846 would require the designation of at least five historically black colleges and uni-versities as centers for federally supported research and develop ment so that the institutions would receive more federal research grants. By Senator Mikulski (D-

Brain research. s 2949 would amend the Public Health Service Act to authorize the expansion of research into traumatic brain inju ries, treatment of patients, and ways to prevent complications Kennedy (D-Mass.) and Inouye (D-

would authorize the Environmental Protection Agency to cstablish programs at universities to train personnel from the Defense and Energy Departments to work on environmental issues. I Senator Dole (R-Kan.) and four

Environmental science. s 2866 would authorize the establishment of a program called ADEPT to link universities, foreign institutions, and Department of Energy labora-

nations acquire environmentally sound technologies. By Senator Domenici (R-N.M.) and three oth-Federal data bases, s 2813 would authorize the Government Printing Office to establish an electronic to federal data bases and to allow instant on-line access to the Congressional Record and the Federal

Tenn.) and three others. Job training, s 2803 is the equiva-lent of HR 5310. By Senator Gra-

Register. By Senutor Gore (D-

University, Kentucky State University, Lincoln University in Missouri, and West Virginia State College-are located outside the deep South, where resistance to desegregation was not as strong as it was in states like Mississippi.

In some places, Mr. Blakey says, many white students will never enroll at a historically black institution because "no matter the tuition is or what the program is, they will say, 'I'm not going to that nigger school." "

Some presidents stress that black colleges should not have to attract white students to make the institutions more acceptable to legislators. William H. Harris, president of Texas Southern University, notes that every college or university is dominated by some ethnic group.

"We don't have any interest in denying access to any group of people, but the founding mission was to provide educational opportunities to black people," he says. "I have an interest in all white students who wish to come, but their presence in no way validates the quality of this institution."

Besides recruiting more white students, black-college officials say they and their supporters can do other things to help their institutions. J. Clay Smith, Jr., counsel to the National Association for Equal Opportunity in Higher Education, says the vagueness of the Supreme Court ruling means that the future of black colleges is, as it was before the ruling, a political ques-

"If the altestion is going to be a p question, black colleges have got to face the reality and deal with it politically," he

Future Rests With Governing Boards

Mr. Blakey, the Washington lobbyist, says that a big part of the responsibility for the future of black colleges will rest with the governing boards. He urges those boards to seek out presidents who will stay in their jobs for a long time. He notes that many of the recent controversies have taken place at black colleges with rapid turnover in top positions.

With a long-term president, he says, "you build up political chits, you know

who to see, and you are less likely to walk on a land mine.

Mr. Torrence of Pine Bluff says that black colleges themselves can determine their success. Whether it is fair or not, he says, college officials must realize that they will be closely scrutinized and that "any kind of indication of mismanagement will give people reasons for doing what they wanted to do in the first place."

Others say black colleges must focus more on setting ambitious goals. Says Rickey Hill, chairman of the political-science department at South Carolina State University: "Black colleges have been defined historically by a paternalism that has said that the schools don't need the best equipment or high-quality faculty."

Too many administrators, he says, have acquiesced in that view and allowed an "acceptable level of mediocrity" to exist at the institutions, leaving them hamstrung by a lack of vision.

'We have to look at what sort of niche we want to have, and how we see ourselves in the future." Mr. Hill says. "The difference has to be in the leadership."

Federal Support for Colleges and Universities, Fiscal Year 1990

	Total	_	Science and engin research and devel	ieering opment
Agency	Amount	Proportion	Amount	Proportion
Department of Agriculture	\$769,763,000	5.1%	\$349,121,000	3.9%
Department of Commerce	115,648,000	8.0	97,251,000	1.1
Department of Defense	1,342,190,000	8.8	1.196,878,000	13.3
Department of Education	4,656,709,000	30.6	71,301,000	8.0
Department of Energy	572,562,000	3.8	512,376,000	5.7
Environmental Protection Agency	93,622,000	0.6	87,104,000	1.0
Department of Health and Human Services	5,506,001,000	36.2	4,774,514,000	52.9
Department of Housing and Urban Development	115,000		100.000	
Department of the Interior	74,578,000	0.5	57,755,000	0.6
Agency for international Development	47,389,000	0.3	47,389,000	0.5
Department of Labor	11,293,000	_	8,638,000	0.1
National Aeronautics and Space Administration	511,250,000	3.4	470,746,000	5.2
National Science Foundation	1,445,079,000	9.5	1,304,613,000	14.4
Nuclear Regulatory Commission	4,626,000	· _ [4,626,000	 .
Department of Transportation	53,738,000	0.4	48,635,000	0.5
l'otal	\$15,204,563,000	100.0%	\$9,031,047,000	100.0%

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	Amount	Rank	Amount	Rank		development *	_	support	
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of Washington	217,291,000	4	263,026,000	ŝ	U of California, Irvine North Carolina State U	53,429,000		64,278,000	
assachusetta Inst of Technology	218,318,000	3	247,655,000	4	New Mexico State U	43,466,000		63,280,000	
of Michigan of California, Los Angeles	176.620.000	6	210,453,000	5	U of Illinois, Chicago	45,177,000		61,934,000	
ornali U	178,735,000	5	205,843,000	6	U of Puerto Rico, Regional	42,293,000	68	60.405.000	
oward U †	144,749,000	12	196,461,000	7	Colleges Administration	272 444			
of California, San Francisco	15,541,000	122	186.575,000	8	U of Georgia	373,000		59,640,000	
nnsylvania State U	167,270,000	.7	186,228,000	9	Emory U	39,767,000		59,219,000	
of California, San Diego	136,754,000	16	184,948,000	10	Uregon State U	49,581,000		59,191,000	
OI WISCONSIN, Madison	165,224,000 155,175,000	8	184,033,000	11	Princeton U	44,542,000 50,474,000	63	59,048,000	
Of Minnesota	137,495,000	.9	183,443,000	12	IOWA State U	28,915,000	55 89	58.764.000	
Numbia U. Main Division	153,171,000	16 10	181.694,000	13	Georgia Inst of Technology	64,271,000	50	58,104,000	
IVard U	148,055,000	11	181,551,000	14	Carnegie Mellon II	50,025,000	56	57.961,000	
or Pennsylvania	142,509,000	13	176,329,000	15	U of Texas Southwestern	00,020,000	50	56,900,000	
6 U	142,483,000	14	169,525,000 164,044,000	16	Medical Center, Dallas	50,504,000	54	ER 410 000	
or California. Barkalau	123,983,000	17	156,170,000	17	Colorado State U	40,820,000	72	56,419,000 54,633,000	
of Pittsburgh	114,262,000	22	146,345,000	18	U of Hawali, Manoa	40.049.000	73	54,567,000	
or Southern California	122,734,000	18	144,078,000	19 20	U of Connecticut	43,589,000	65	54.319.000	
of Colorado	116,449,000	20	142,413,000	21	Woods Hole Oceanographic			5-1,518,000	
shington U	117,907,000	19	134,042,000	22	Institution	50,751,000	53	53,690,000	
ke U	116,109,000	21	131,020,000	23	State U of New York,		- ·-	11-00	
of North Carolina, Chapel Hill	100,183,000	25	123,985,000	24	Stony Brook	45,868,000	59	53,323,000	
of Chicago of Illinois, Urbana-Chempalgo	104,074,000	23	121,378,000	25	Virginia Commonwealth U U of California, Santa	42,678,000	67	52,409,000	
Rochester	99,742,000	28	121,180,000	26	Barbara.	44 004			
Arizona	102,453,000	24 .	116,415,000	27	City U of New York, Mount	41,661,000	69	52.020,000	
f Texas, Austin	92,824,000	28	115.217,000	28	Signi Cobool of Managers	40.054.00-			
o State U	93,401,000	27	109,480,000	29	I VITRINIA Polytechnic Inst & State II.	43,954,000	84	51,910,000	
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Y YORK U	75,749,000	31	93,991,000	32	I Videon Health Sciences II	25,344,000	70	47,448,000	
Maan State U	56,619,000	48	92,792,000	33	i V of Missouri, Columbia	25,258,000	95 08	45,997,000	i
aue u	63,167,000	43	90,711,000 90,518,000	34	I U Or Medicine and Dantieto		96	45,855,000	Į
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f Alabama, Birmingham	74,529,000	32	88,925,000	37	I STUTE U OT NEW YORK PURPLE	36,291,000	78	45,383,000	- 1
Massachusetta	66,811,000	39	87,501,000	38	luigs D	39,142,000	75	44,424,000 43,658,000	1
Celifornia, Davis	68,952,000	37	84,983,000	39	Georgetown U	28,740,000	90	43,508,000	-
f Florida Maryland, College Park	56,063,000	49	84,222,000	40	Rochester Inst of Technology		253	43,032,000	1
e Western Reserve U	64,723,000	41	83,268,000	41	Brown U	33.342,000	80	42,228,000	i
derblit U	71,263,000	34	82,839,000	42	Rico, San German			-12,000	٠
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Milliant	63,707,000	40 42	81,793,000	45	U of Texas Health Sciences	26,098,000	94	40,797,000	ç
Or College of Medicine	72,260,000	33	79,898,000	46	Center Sen Antonia	39 300 000			_
IOMIA inst of Tachaniam	69.228,000	36	78,235,000	47	rwckereller II	33,306,000 35,423,000	81	40,094,000	9
nwestern U	61,100,000	45	77,647,000	48		31 400 000	79	37,279,000	9
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Virginia	60,796,000	46	~~ ~~ ~ ~ ~ ~	52 53	PUBLIC NICO IDDIOS COLLAGO	0	120	36,346,000	8
State U	52,713,000	52	MA 45	53 54	Dartmouth College	04 4	83	36,302,000	9
gers U	29,375,000	87	MA 444	55			43	36,294,000 1	LQ
The figures cover only science and	44,642,000	62		66	Total, 100 institutions \$7 Total, all institutions \$8	470 040 000		\$9,812,584,0	

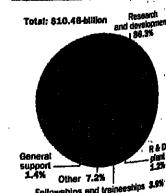
Total, 100 institutions \$7,479,843,000 Total, all institutions \$8,031,047,000

The amounts shown are federal obligations, which are funds for contracts, services, and similar transactions in a given period, regardless of when the funds were appropriated and when future payment of money is required. The figures represent all estagories of direct federal support to colleges and universities. They exclude such grant programs as Pall Grants and Supplemental Educational Opportunity Grants. The figures exclude funds obligated in the deep such grant programs as Pall Grants and Supplemental Educational Opportunity Grants. The figures exclude funds obligated in the deep such grants are supplemental educations.

Support by State

-	(in thousands)
California	\$1,728,020
New York	1,277,984
Massachusetts	827,049
Maryland	805,554
Ponnsylvania	790,569
Texas	781,136
Illinois	986,019
Ohlo	490,328
North Carolina	465,915
Michigan	464,864
Washington	376,900
Florida	348,458
Wisconsin	332,004
District of Columbia	326,093
Virginia	297,855
Georgia	294,322
Missouri	288,256
Alabama	277,316
Tennessee	276,458
Indiana	271,864
Minnesota	264,550
Colorado	257,136
Connecticut	244,813
New Jorsey	230,188
Louisiana	222,509
Utah	203,344
lowa	199,314
Oregon	180,424
Arizona	175,490
Kentucky	144,600
Mississippi	144,588 i
Oklahoma	132,585
South Carolina	120,735
New Moxico	112,413
Kansas	104,321
Arkansas	100,948
Rhodo Island	81,925
Nobraska	78,377
North Dakota	75,436
Wost Virginia	71.867
Hawaii	71,225
New Hampshire	70,324
Vermont	02,001
Montana	44,755
South Dakota	43.681
Meine	43,585
Idaho	41,739
	ac 789 .

Support for Academic Science and Engineering



STATE NOTES

■ S.C. system chief proposes independence for 3 campuses

Marviand won't appeal decision on minority scholarships

■ Maine aid authority lowers application fees on student loans

set by the appeals court.

fully, even with the tough standard—awards.

Some civil-rights activists have

feared that if Maryland took the

case to the Supreme Court, that

court would find all minority schol-

After the General Accounting

The University of South Car- Court or to try to defend their Office completes a study on minor-The University of Scholarship in federal district ity scholarships, Education Secreon M. Palms, its president, hus sed that three of its four-year Reges be granted their independ-

Mr. Palms first proposed such a nove for Coastal Carolina College, hase local advisory board regested the change last summer. The university's Board of Trustees mored the proposal last month, arships to be illegal. buit still needs to be approved by the General Assembly.

Mr. Palms then proposed that the board endorse a similar move in the campuses at Aiken and Sourtamburg, which have not re-

Mr. Palms said his decisions we based on an evaluation that kkegan just over a year ago, when be became the university presikat. "Our Aiken, Coastal, and Sortenburg campuses are now legable to deliver their services us independent institutions," he said is recent speech, adding that the miversity should focus its resuces on the flagship Columbia campus and on the five regional i mo-year colleges.

Mr. Palms said the four-year colkgs "increasingly have become keendent institutions," noting that they are separately accredited and that each campus develops its one conculum and faculty stan-

Reaction to the proposals has wind Local advisory bounds for de Spatanburg and Aiken camwas denounced them, citing the utional recognition that the uniissily affiliation offers their cam-

However, Olin B. Sansbury, Jr., landlor of the Spartanburg cumpu, said he had no strong oppositon to Mr. Palms's plan. He said that he would "prefer to see the when maintained," but that qually could be preserved without the

-SALMA ABDELNOUR

The University of Maryland *College Park has decided not bappeal to the U.S. Supreme ant an appeals-court decision at questioned the legality of a mority-scholarship program in Rebruary, the U.S. Court of

for the Pourth Circuit ned that past discrimination by a the did not necessarily justify a Nicy of having a scholarship redel or ethnic groups. The ruling student against College Park for operating a scholarship for black

The appeals court decision did lately that the scholarship was iland, but said that lower courts have to be certain that the shelleds of discrimination for the mad to be legal.

Maryland officials debated

sheller to appeal to the Supreme

State Employees Credit Union,

court. They decided on the latter tary Lamar Alexander is expected

course, saying they believed they to issue guidelines for colleges

which will begin offering student loans this year.

The authority has cut its application fee from 3 per cent of the loan amount to 2 per cent, said Charles A. Mercer, authority spokesman. The credit union's application fee will be 1 per cent.

Application fees generate about \$1.3-million for the authority and help subsidize other aid programs. including the Maine Grant Pro-

could defend their policy success- on the legality of offering such "We have decided that it's in our interest to be as competitive as we —SCOTT JASCHIK can, recognizing that the survival of all our programs is at stake," The Finance Authority of said Mr. Mercer. That will mean Maine has cut its student-loan cutting expenses "to the absolute application fees to be more minimum necessary" and heightcompetitive with the Maine ening collection efforts.

The credit union's decision, he

said, eventually will force taxpayers "to cough up more money for those programs.

Gov. John R. McKernan, some state lawmakers, and Mr. Mercer also criticized the credit union for picking the Great Lakes Higher Education Corporation, in Madison, Wis., to administer the loans.

Gaston C. Lesperance, president of the credit union-the state's largest—said his credit union was not being disloyal to the state, but was merely taking advantage of a better deal from Great Lakes.

"We try to keep Maine money in Maine, but there are certain things that have to be done by outsiders," Mr. Lesperance said. "This was purely a business decision."

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- project your potential retirement income
- calculate your personal deferral amounts
- identify the kind of current tax savings you can expect
- explain all of the investment options available to you

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- transaction confirmation and quarterly account value statements
- a quarterly newsletter

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Actna Life Insurance and Annuity Company



Colleges Are Left Guessing as California Struggles to Adopt a Budget

without a budget as it started its expenses until a budget is signed. fiscal year this month, forcing the state to pay bills with 100's and leaving colleges guessing about how much money they will receive for the next academic year.

Last week, students were paying uition bills without knowing what the final charges will be. Four campuses announced enrollment restrictions to offset expected cuts.

"It is difficult to proceed in any definitive direction when we do not have a budget. All options are on the table," said Michael J. Alva, spokesman for the nine-campus University of California system.

California was one of four states that began their fiscal years without a budget. In Florida, legislators passed a budget July I, while Massachusetts and Rhode Island ex-

Political gridlock left California have appropriated money to pay scriptions of the situation. Said

California, however, had no cash to tide it over. Instead it ended its year with a deficit of more

Months of Sparring

Where to make those cuts is the question that had Republican Gov. Pete Wilson and a Democrat-controlled Assembly sparring through the spring and summer. Observers said a truce—and a budget—might not come for weeks.

The uncertainty left higher-educaton officials unable to answer such basic questions as how much to charge for tuition for the fall term, how many classes to offer all year, and how employees will be paid on July 31, the next payday. Frustration, incredulity, and wry

Ann Reed, spokeswoman for the California Community Colleges: "Everything circles around the budget, and when the hudget gets iammed everything goes into lim-

She said community-college students registering for the fall term paid the 1991-92 tuition rate, although the Legislature is expected eventually to raise fees. If that happens, students will have to be billed again. California State University campuses that pre-register students face the same possibility.

Then there's the question of paychecks. College employees haven't had a payday since the state started ssuing IOU's to pay some state employees and cover other debts. Even spokesmen for the state's financial agencies aren't sure what will happen if a budget has not been adopted by the next pay date. Banks have said they will honor the lou's for about a month, but it is unclear what will happen if the

"I have two sons attending this stalemate drags beyond that. university. I don't know how this is "It's a real crisis. There's absogoing to hurt them. As a mother lutely no doubt about that," said and employee, I am completely ap-Michael R. Seitz, professor of palled at what is going on." communicative disorders at San

One example of reduced access Diego State University and presicame when four campuses in the

California Faculty Association.

money to keep yourself and your

family eating and sleeping and pay-

Beyond that, he said he abhorred

the possibility that tenured and ten-

ure-track faculty members could

be laid off, as has been proposed on

his campus and others in the Cali-

Many people echoed his concern

nine American college students.

"Can you imagine how many

get into the universities?" asked

asked that her name not be used.

professional employee at San

ing bills," he said.

fornia State system.

Quality and Access

last week that they would the applications for the spring track the 1992-93 academic year to. over-enrolling when deep by the cuts are likely. "The short effect is having no

California State system ann

A key point in the staleman proposal by Governor Wiley cut public-school and commit over some objections, the college allocations by \$2.251 betweenly of Arizona will name a to free money for other semi-fiding after the family of a including universities, prisons foor suspected of having been health and social services.

The proposal points up of hyears ago.

ences in legal protection give A foundation created by Kemper different levels of public etc. Marky, a rancher and liquor

that the fiscal problems would The state Constitution government of the Markey Building to the university in April. Sees money for public schools as the university is using the money community colleges, but not be university is using the money community colleges, but not be university is using the money community colleges, but not the university is using the money community colleges, but not the university is using the money community colleges, but not the university is using the money agricultural building universities are decided to name and Legislature agree to suspend the Markey Building. Law-enforcement officials have to its set to be university in April. Law-enforcement officials have to law-enforcement officials have law-enforcement officia erode student access and start hurting academic quality—two historically treasured hallmarks of California's public-college systems, which educate one of every students aren't going to be able to ing budget from the state, having missauticles linking Mr. Marley to the California State system, which indicated relies on the state for almost all of the Marley was never charged Francisco State University who Libourder. But John Harvey its operating budget.

Ms. Reed of the community of lamon, who was convicted of lege system said the situation we terrine, claimed Mr. Marley had "like a family of 12 when there is such Mr. Bolles's murder only one pork chop on the laboration states the enacher believed some of there are going to be disagns the news articles had cost him a

land's office is still investigating

ther Mr. Marley had a role in the

"The budget is done, and we that the bullding is not being named They were aware of Marley's

600 Jobs to Be Eliminated Ke, communications editor for

Huhnemann's loss of the State an alumnus has given the

support for private-college aid in the Senate and among Republicans in the House. Some communication operates are clinics that the universe state in the period of the budget of the pennsylvania College of Post of the Pennsylvania College of the Pennsylvania College of Post of the Pennsylvania College of the Pennsylvania College of Post of the Pennsylvania College of the Pennsylvania College of Post of the Pennsylvania College of the Pennsylvania College of t

Business & Philanthropy

N.J. Public College Gets \$100-Million and a New Name

Gift to Glassboro State is among largest ever to an institution

By GOLDIE BLUMENSTYK

Glassboro State College will soon be \$100-million richer, thanks to the generosity of a New Jersey businessman who said he had chosen the institution because he respected its management and believed in its promise. And because college officials asked him for money.

"I didn't seek out Glassboro. They sought out me," said Henry M. Rowan, who along with his wife, Betty L. Rowan. is making the gift.

"I'm not a great philanthropist," Mr. Rowan said in an interview last week, after announcing the gift. "We just made some money working hard, and I'd like to see it do some good in the world."

The gift, made up of cash and stock in his companies, will be added to the college's endowment, raising its worth considerably from its current value of about \$500,000.

Engineering School to Be Added

At Mr. Rowan's request, the college initially will use the income from the endowment to create an engineering school and to provide scholarships to the children of the employees of his company, inductotherm Industries.

The company, which he and his wife founded in New Jersey in 1954 and now also has operations in 15 other countries. manufactures induction furnaces used to develop industrial metals.

The college's Board of Trustees has also voted to change the name of the institution to Rowan College of New Jersey, effective September 1, subject to state approval.

The gift is the second- or third-largest gift ever made to a college, depending on how other gifts are valued.

Mr. Rowan has no formal ties to Glassboro. He attended Williams College but World War II interrupted his studies. He became a military pilot, and after the war completed his undergraduate education in electrical engineering at the Massachusetts Institute of Technology.

Glassboro officials said they had first approached him in 1990.

'Creating Something New'

College officials told Mr. Rowan that for after him, said the president, Herman D. James. They later discussed a gift of \$20- to \$30-million for the business school. When cullege officials learned Mr. Rowan was considering a \$100-million gift, they offered to renume the college for him.

Mr. Ruwan said he had no history as a benefactor to higher education, describing his contributions as "fairly normal." He said he had occasionally made gifts of \$1,000 to MIT.

He said his gift to Glassboro reflected his interest in "creating something new" in southern New Jersey, where his company has its headquarters, and which lacks a public engineering college.

He had high praise for MIT but said "it Continued on Following Page



Henry M. Rowan (right) came to Glassboro State College to announce his \$100-million gift. With him, from left, are New Jersey's Gov. James J. Florio. Glassboro's President Herman D. James, Betty L. Rowan, and Edward D. Goldberg, chancellor of the state's Department of Higher Education.

2 Former Officials of Investment Group With Ties to a Mich. University Charged With Embezzlement

By JULIE L. NICKLIN

Two former top officials of an investment company tied to Michigan Technological University were arrested last week and charged with embezzling more than \$97,000 from the company.

Attorney General Frank J. Kelley charged the former officials of the Ventures Group, a for-profit company, with five counts of embezzlement and two counts of conspiracy.

Ventures, which invests largely in local businesses, is owned by Michigan Tech's Educational Support Institute. Using a portion of its endowment, the university created the institute as a non-profit corporation in 1986 to help manage its gifts.

Critics, including professors and community leaders, have charged that Ventures' two top officials-Edward J. Koepel and Clark Peliegrini-used business deals for personal gain while it was losing money. Mr. Pellegrini, Ventures' former president, left the company last year to start his own business. Mr. Koepel, Ventures' chief executive officer, also resigned but continued working there as a consultant.

Both Mr. Pellegrini and Mr. Koepel pleaded not guilty and were released after agreeing to appear at a court hearing next

month. If convicted, each faces a maximum penalty of 10 years in prison and a \$135,000 fine.

Neither Mr. Pellegrini nor Mr. Koepel could be reached for comment. Mr. Pellcgrini's lawyer, Harold Z. Gurewitz, said his client would be vindicated. Mr. Koepel previously denied any wrongdoing.

New Calls for Dismantling

Michigan Tech's president, Curtis J. Tompkins, declined to comment because the problems did not occur under his ac ministration. He became president of Michigan Tech in September. A statement released by the university said officials were pleased that the organizational structure of ası and Ventures had been deemed legal by the Attorney General. But the charges led some professors to renew calls for Ventures to be dismantled.

The president of Ventures, Jon D. Marson, said the company was correcting past problems. He said that Ventures had sold some assets to "stabilize its cash flow." and that BSI was monitoring its operations.

"I would hope the charges don't scare other universities away from doing similar types of projects," he added. "I still believe the concept is an excellent one."

We are going in a new direction . . .

On July 1, 1992, the American Association for Counseling and Development (AACD) became the:



American Counseling Association (ACA) Counseling is a profession that is distinct from other mental health and educational fields. All counselors, regardless of their work environment, have the common goal of helping people reach their maximum potential in their personal lives, their

Our members work in education settings - from preschool through university level -- and in mental health agencies, community organizations, correctional institutions, employment agencies, rehabilitation programs, government, business, industry, research facilities and private practice.

Our new name emphasizes counseling as the common bond that ties our members together and reinforces unity of purpose. It is symbolic of our journey toward increased professionalization and reflects the growth of the counseling profession.

Founded in 1952, the American Counseling Association is a nonprofit, professional and educational organization that provides leadership training, continuing education opportunities and advocacy services for nearly 60,000 members across the United States and in 50 foreign

Philadelphia-Area Colleges Lose Millions in State Funds as Pennsylvania Cuts Direct Aid to Private Institutions By JOYE MERCER quite frankly," said John Taylor, a to fund us, but the question is a questioned the university's education and their careers Pennsylvania has cut all direct spokesman for Mr. Cusey, "It's what level," he said. aid to private colleges, ending dec-

ades of support for 11 Philadelphia-At the University of Pennsylvania, officials say that the loss of the state appropriation, which in 1991-92 was \$37.6-million, will force them to close the School of Veterinary Medicine by 1996. The \$15.3million that the school received

from the state accounted for 40 per cent of its budget last year. The state's \$14-billion budget, which takes effect this month, provides more than \$1-billion for higher education, including increases for student aid and community colleges. Spending at public four-year colleges was reduced by 3.5 per cent. Aid to private institutions, which was eliminated, totaled \$76-

million in 1991-92. "I don't think any of us expected to be hit at this level," said Joan F. Chrestay, assistant vice-president for government relations at Hahnemann University, which received \$6.4-million from the state last

Without it, President Richard D. freeze hiring and take other steps

Legislators Not Swayed

states that have traditionally provided aid to private colleges. But earlier this year, Gov. Robert P. Casey, a Democrat, said the state's limited resources should be spent on public institutions.

"There weren't many options,

just that the Governor came to that conclusion long before the legisla-

Private-college presidents argued that eliminating the aid would hurt the state by forcing the colleges to lay off employees, scale back academic programs, and reduce the amount of health care provided by the medical schools in lo-

options, quite frankly. It's

Just that the Governor came to that conclusion

iong before the

iegislature did."

support for private-college aid in the Senate and among Republicans in the House. Some campus administrators said their lack of support from Philadelphia lawmakers and a recent report by the Legislative Black Caucus, which blasted public assumed to help offset the loss.

Legislators Not Swayed

Pennsylvania is one of several states that have traditionally provided aid to private colleges. But earlier this year, Gov. Robert P. Casey, a Democrat, said the state's implications.

"There weren't many options," There weren't many options," Is believe there's a keen desire

support for private-college aid in the Senate and among Republicans in the House. Some campus administent the Senate and among Republicans in the House. Some campus administrators said their lack of support from Philadelphia lawmakers and a recent report by the Legislative Black Caucus, which blasted public and private colleges for providing too few opportunities for black students, had hurt the colleges.

There is a chance that legislators could find additional money for private colleges in September, when they consider a supplemental budget bill.

Mr. Breslin of Drexel said he believed legislators simply "ran out of time" in their negotiations.

"I believe there's a keen desire the Pennsylvania College of St. Jamilate tric Medicine, or \$1.3-milling the Kethod sacre from the state last yet will have to lay off 25 employed with the money, the college will have to lay off 25 employed with the money, the college will have to lay off 25 employed with the money, the college officials from he state last yet will have to lay off 25 employed with the money, the college will have to lay off 25 employed with the money, the college officials from he state last yet will have to lay off 25 employed with the money, the college officials fear being done on leave to protest the largest the delay salary increases, Preside in the aid is not restored this yet to save money. But he said tuition lic and private colleges for providwould not be raised to help offset ing too few opportunities for black James E. Bates said.

"I believe there's a keen desire ture."

Many of the presidents are of University officials stress that banking on that possibility. Mr. Marley was never charged and

have zero," said Leonard H. Fat sciently for him, but for his elstein, president of the Philade fund. The Arizona Board of phia C'ollege of Osteopathic Medic Report the university's plan. from the state in 1991-92.

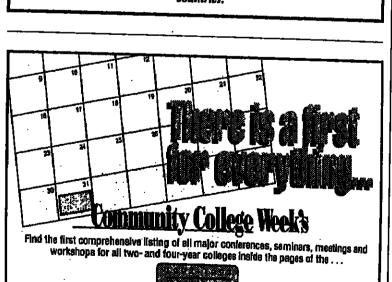
cal clinics.

The argument didn't sway the mostly Democratic House of Representatives, although there was state—but also will force the state—but also will force the state—but also will force the state building naming was student with the polyonate."

"There weren't many

Options. Culto frontly the state with the polyonate of the state with the state of the state with the state of the state with the state of the state

Hahnemann's loss of the million—coupled with uncomparation of the million—coupled with uncomparation of the money sated patient care at the universal wing he hoped the money ty's hospital and cuts by the felor wild "expand and accelerate" government in reimbursements for the money wild be uncomparation of the money research expenses—will bring of them and minority-group backs at clinics that the university tembers.



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Only 53 per cent of the full-time freshmen at 297 institu-

Although some college officials say the NCAA survey is not

significant, others say it may fuel the growing demands that col-

leges and universities be more accountable to the legislators and

Meanwhile, students-particularly middle-class students who

rely on loans—are becoming increasingly frustrated because ev-

ery additional year they spend in college increases the amount of

debt they incur. Says Jeff Chang, legislative director for the Cali-

fornia State Student Association: "You've really got a situation

where a student is battling uphill to graduate. It's easier to turn

around and leave the system than it is to stick it out and try to

The survey included statistics on 534,981 students who enrolled

as full-time, first-time freshmen in fall 1984 at the athletic associa-

tion's Division I institutions. By fall 1990, 53 per cent of them had

graduated from the institutions they had entered as freshmen. By

Richard C. Richardson, professor of educational leadership and

policy studies at Arizona State University, says that around half of

the students who enter college graduate. That number has not

changed in this century, he says. What has changed is the length of

Says Eric L. Dey, associate director of the Higher Education

taxpayers who finance their programs.

race, the graduation rates were:

■ 62 per cent for Asians.

a 31 per cent for blacks.

■ 56 per cent for whites.

time it takes to graduate.

■ 40 per cent for Hispanics.

■ 29 per cent for American Indians.

Network That Started Lyndon B. Johnson and Soviet Regent U. Gives It Over \$116-Million

VIRGINIA BEACH, VA. Regent University announced last week that it had received a gift worth more than \$116-million from the Christian Broadcasting Network-the organization that founded the institution in 1977 and had annually subsidized its operations.

David Gyertson, Regent's president, said that with the gift, the graduate-level institution would no longer have to rely on CBN for routine support. Accrediting agencies have questioned Regent's financial dependence on CBN.

The gift, announced by CBN Chairman Pat Robertson, included cash and a note that CBN has held from its 1990 sale of The Family Channel to International Family Entertainment Inc. The note is convertible to nine million shares of stock in the parent company, worth nearly \$116-million on June 30, the day the note was transferred to Regent.

N.J. Public College Gets \$100-Million and a New Name

Continued From Preceding Page was far more exciting and far more fun to start from scratch."

Glenn P. Strehele, vice-president for resource development at MIT, said the institute was not upset that an alumnus had passed it over. Mr. Rowan is "a good friend of MIT's," he said. "We're certainly delighted he's supporting the college in New Jersey.

Mr. James, Glassboro's president, said the college expected to receive at least 25 per cent of the gift in cash by this week and the rest "over a few years."

He said the college planned to issue bonds to build the new engineering school and then use money from the endowment's earnings to make the payments and cover the school's operating costs for a few years. He hopes the state will evenlually assume those operating costs, allowing Glassboro to develop a school of communications, invite visiting professors, and expand teacher-education programs. for which the college of 9,800 students has long been known.

The Rowans stipulated that the endowment income could not be used to make up the college's budget in the event that its state support is reduced "disproportionately" to other state institutions'.

Although some alumni and faculty members said they had "mixed emotions" about the school's name change, the gift has generated excitement on the campus.

The size of the gift "validates the quality of the institution," said Richard J. Ambacher, professor of communications. He said it had also encouraged other potential donors, including one eyeing the communications program. The gift is "one of the things that convinced him that he should stay interested," Mr. Ambacher said.

Until now, Glassboro may have been best known as the site for the 1967 summit between President

relation to others is somewhat at issue. Most college fund raisers consider a 1979 gift to Emory University of stock in the Coca Cola Company worth \$105-million as the largest single gift in higher education. But Louisiana State University claims that a pledge of bonds, company stock, and oil and gas leases it received in 1981 will be worth \$125-million when it is finally accounted for over 20 years.

Although the college had called the \$100-million the largest gift ever to a public institution, Glassboro's president said the question of ranking didn't concern him. Said

Premier Aleksei N. Kosygin.

Where the Rowan gift ranks in

an has left nearly \$57-million to 12 colleges in the state—and two in other states.

Furman University will receive \$21.4-million, the largest portion of the bequest from Homozel Mickel Daniel, who died last month. Over the years, Ms. Daniel built a strong relationship with the Furman campus, which is "just a stone's throw" from her home, said C. Lewis Rasor, Jr., the lawyer for the

Erskine and Wofford Colleges will receive \$12.3-million each. Each of the other 11 colleges will iel stipulated how the gifts-com-

More students would be looking to higher education

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enrich backgrounds in science and math. The Center

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NJIT develops and conducts a wide range of pro-

other urban areas of Northern New Jersey. These

Helping in ways that help the most."

grams for students and teachers in Newark and

programs are designed to raise aspirations and

of Technology is a prime example. The Center for Pre-College Programs at

S.C. Businesswoman Leaves \$57-Million to 14 Colleges A South Carolina businesswom- prising cash, property, and other assets-should be used on each

campus. Ms. Daniel was the widow of Charles E. Daniel, who in the year to get our freeton 1930's founded the Daniel International Corporation, an engineering company. She was an officer there until 1977 when it was sold and became Fluor-Daniel Inc.

'A Better Future for Students'

Mr. Rasor said Ms. Daniel was a long-time supporter of education and wanted to help colleges with which she had had some connection. "She thought this would be a (N. C.) will get \$60000 Mr. James: "I'm happy to be receive up to \$3-million. Ms. Dan- wonderful way to build a better fu- \$300,000, respectively. ture for students."

months after it and the Son lina Baptist Convention ties. "We gave up \$1.5" President John E. Johns.

tuinly can use this money." Nearly \$3-million will Clemson University; \$133 each to Anderson and Press Colleges; and \$750,000 ec Coker, Columbia, Coa. Limestone, and Newbern leges, and the Medical Unic. of South Carolina. Iowa Suz versity and Davidson (4)

> which is generally reserved for graduate students. Hathaway Green, director of community affairs at Harvard, said she was happy about Frederik's ecision, because the publicity about kisformer arrangements might have distracted him from his studies.

Officials at the University of Maryland are trying to determine why eight students at its College Park campus committed suicide is the 1991-92 academic year. That rate was three to six times the national average for college ampuses, which the American College Health Association says is for lo eight for every 1(M),(MX)

None of Maryland's 35,(KX) stidents committed suicide in the revious academic year.

"The mental-health stuff noted stedents scemed to be under more Measure than in previous years," Don Moss, the director of Mental alth Services at the campus told the Associated Press. After that amment was published, his office was told to refer subsequent calls to so official campus spokesman. Drary Bagwell, assistant viceresident for student affairs at Maryland, said: "They were just ingle coincidences. However, we *il continue to look at our campus programs to do anything to prevent

Dr. Moss offered one possible explanation for the suicides. He wild the AP: "Perhaps the pressure came to a head this spring." The university has been under ng budgetary constraints Many students were shut out of source they needed because the number of classes had been Pieduced. In addition, some departments were climinated because of budget cuts by the state One of the students shot himself on graduation day. Another died in

April after taking an overdose of over-the-counter drugs. Campus of the suicides and it is difficult to opinion the cause of the suicides appears there are ecalise they all appear unrelated. There was antly no relation."

Denmark, has changed his plans to live in a university-owned, rent-controlled house when he comes to Harvard University in

The news of royalty living in a me-family, rent-controlled house had reignited the long-standing real-control issue in Cambridge. Critics who believe rent-controlled apartments were designed to help on-income families were vocal about the news that a prince would live in the house. The rent charged for the three-bedroom house in question, however, was far from low income: \$1,900 per month. Frederik cannot live in a dormitory, officials say, because the rooms are too small to ccommodate his bodyguards. instead he will live in what the university calls "affiliate housing,"

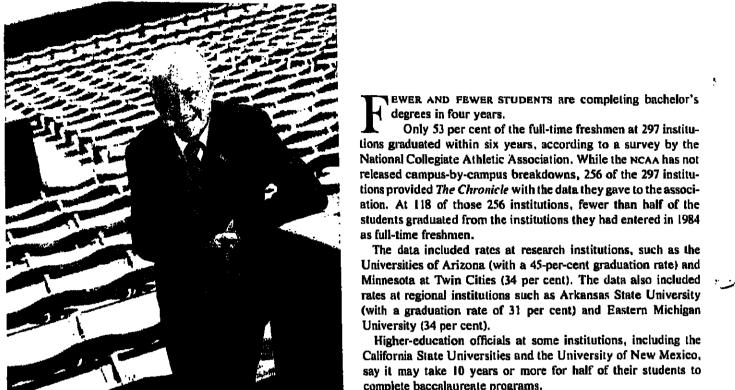
Ariene Okerlund, academic vice-president at San Jose State U.: "We're resigned to the fact that it's not a four-year degree."

Fewer Students Get Bachelor's Degrees in 4 Years, Study Finds

53% of freshmen graduate within 6 years

By Mary Crystal Cage

Students



William E. Davis, chancellor of Louisiana State U.: "Our goal is for all of our mandatory freshman classes to be taught by full-time faculty.



Research Institute at the University of California at Los Angeles: "Part of the reason people might find that graduation rate particularly low is that they're thinking back to the 1960's, when most of the people graduated within four years."

graduate."

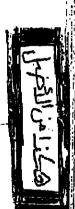
Changes in Aid Policies a Major Cause

Major reasons for the increasing amount of time between college entrance and graduation are changes in financial-aid policies and a shift from grants to student loans, he says. More students k-and, as a result, students typically now carry about 13 units a semester, which makes it impossible to complete a bachelor's degree in four years.

Reginald Wilson, senior scholar at the American Council on Education, has a different view. "The fact that we get only about half of our students through a baccalaureate degree in six years is a condemnation of higher education. If we were running an automobile plant, we would be out of business."

Mr. Wilson says he tries to emphasize that point when he addresses higher-education groups across the country. Questions have been raised about the productivity of institutions and faculty members. Now questions are being raised about graduation rates. "There's a substantial amount of truth in the concern," Mr. Wil-

Sen. Bill Bradley of New Jersey, for example, commends the Continued on Following Page



Fewer Students Earn Degrees in 4 Years, Study Finds

Continued From Preceding Page black students at College Park was ademic affairs at the University of NCAA for making its findings pub- 37 per cent in comparison with the Redlands, says the shift from lic. But he notes that the survey 57-per-cent average for the instituresults indicate areas "where we tion. One of the projects is a "preneed to make more effort." He entry phonathon." Student volunspecifically calls for more research teers call minority freshmen before you aren't valued." on why black students are not finishing college.

One reason for the low graduation rates of minority students. Mr. Wilson says, is that "a number of institutions are recruiting students who are at risk, in order to diversify their student bodies."

"And that's commendable," he adds. "But without support services and tutorial programs, those students are doomed to failure."

'Pre-Entry Phonathon'

Some institutions, such as the University of Maryland at College Park, are looking for ways to bolabout their class schedules and stu-

of the university's Office of Minor- just four years. ity Student Education; "We don't tell them to drop Math 110. But we Courses Eliminated do talk to them about the differences between carrying 18 units in hit particularly hard when state to do with the economic level of the high school and carrying 18 units in lawmakers required them to cut csu student," she says. "They are college." They might suggest, spending to reduce last year's rec- from the great middle class, and however, that a student take a ord-breaking \$14-billion deficit. they don't have someone to pay mathematics course before taking Consequently, the system elimitheir bills." one of the more difficult chemistry nated literally hundreds of courses

Academic support is just one

icism of minority scholarships send "a message: 'You aren't wanted;

Furthermore, state budget cuts dents-whites as well as members Says Mary E. Cothran, director of minority groups—to graduate in

Institutions in California were work schedules first. "Part of it has and raised tuition 20 per cent.

Ms. Okerlund insists that neither CSU nor its students should be More courses will be eliminated faulted for the length of time it factor in the success of students, this fall because of additional cuts takes most students to graduate. "I ter the performance of minority college officials say. Oscar F. Porneeded to reduce this year's \$10.8- really want us to start thinking of students. The graduation rate for ter, associate vice-president for ac-

four-year degree.'

hours a week.

Students, she says, put their

lund, academic vice-president at long process," she says. "It is a four-year sprint. Ten years by baccalaureate degree is not alagi a negative." About 38 per cent of San Jose

State's full-time 1984 freshmen graduated within six years. But

Ms. Okerlund says that if the timetable were lengthened to 10 years, Association, says students in the the graduation rate would be com-20-cumpus university system in under pressure as never before parable to the rates at other regional institutions. Ninety per cent of Tuition increased from \$780 in the the csu students work, she says; 73 fall of 1990 to \$1,308 in the fall of per cent of them work more than 20 1992.

> then there's the pressure to try to sho improve the counseling proget the clusses. Students are won sided to all students, he says. dering how they are going to get required units. Most of the class of campuses are required classes."

> Marcia Cohen, a student at the University of Maryland at College we've got management problems. Park, has a similar complant lere in Colorado, the University Ms. Cohen, a fifth-year senior,

choice-radio, television and fin-was eliminated. "College is wexpensive," she says, "This is so expensive, one days, this is money for tuition when I could Mr. Chang, the legislative ding have been out and working. Budget tor for the California State Studen cuts have just made everybody so cuts have just made everybody so

In Colorado, State Sen. Al Mei-Hejohn says college officials have to do a better job of insuring that More students are forced by partime students can complete take out more loans, and there their degrees, by making sure that faster," Mr. Chang says, "But variety of times. The officials must variety of times. "I'm absolutely convinced that

sheation in this nation needs more that have been eliminated on many money," he says. "We've got to of Denver and Regis University both get their students out in four years. Why can't the public universies do the same thing?"

Centainly, says Richard F. Ros gr, president of the National Assolution of Independent Colleges ad Universities, the selectivity of some private institutions is one facbr. However, he says, it is not the mly one. "You have a commitment to undergraduate teaching at pivate colleges that is dedicated to gilling students through the promm in four years," Mr. Rosser sys. "It's just the ethos of these

At Regis University, for in stance, freshmen are assigned to seminars that are taught by their facility advisers. The seminars are valenic programs rather than observentation programs.

Consequently, says the Rev. Midad J. Sheeran, vice-president by academic affairs, "the treshmen spend three hours a week with madviser in a learning environ-

At the end of the semester, when listime to plan the students' new course schedules, "that faculty adviser really knows what that student's strengths and weaknesses ae," Father Sheeran says.

Mr. Meiklejohn acknowledges hatitisn't possible for all students o complete a four-year degree in for years. But, he maintains, "the biggest single problem in higher edscalon is the inability of a majority of students to complete their postsecondary education efficiently." and adds: "Middle-class Colorado smiles who are struggling to put a youngster through college cannot

Legislation in Colorado

Mr. Meiklejohn and his col-^{agues} were alarmed in November then they read a report by the Colorado Commission on Higher Education that only 19 per cent of the siate's college students graduated within four years. This year, in an updated report, the commission reported that graduation rates had on to 44 per cent after five years. Even so, Mr. Meiklejohn says that a bill he sponsored to require ecommission to take a number of steps to improve graduation rates his blew through the Colorado Continued on Following Page

At U. of Massachusetts at Amherst, Students Graduate at a Rate Above the National Average

Although the University of Massachusetts at Amherst has established a number of academic-support programs for students, Julie Shatzer, a senior, says self-motivation is a key factor in determining whether people succeed at the research institution. "For people who tend to sit back and wait for direction, it can be a difficult place," she says.

..... Ms. Shatzer, who is majoring in psychology, enrolled as a freshman in 1989 and expects to complete her degree and earn a teaching certificate in about a year and a half. "My friends are all graduating within a year of when they are supposed to," she says.

According to a survey by the National Collegiate Athletic Association, 63 per cent of the full-time, first-time freshman at the University of Massachusetts at Amherst who enrolled in fall 1984 had graduated by fall 1990. That figure is above the average of 53 per cent for 297 institutions in the NCAA's Division I and above the rates of several other research universities, including the University of Nevada -at Las Vegas (with a graduation rate of 29 per cent) and the University of Texas at Austin (58 per

Black, Hispanic, and white stugraduation rates above the NCAA hurt their graduation rates. "We in six years. He says: "It seems to averages for their groups. Among think the students affiliated with me that more and more students ethnic groups, only the rate for our center will do much better than are stringing out their careers." Asian students lagged behind the 51 per cent," she says. NCAA average. Asians at Massa- University administrators and chusetts graduated at a rate of 51 advisers say that relatively few stucent in six years, compared with the NCAA average of 62 per cent. Asian, black, and Hispanic students at Massachusetts all grad- graduated," says Jack Tager, diuated at rates significantly lower than that for white students.

"Alt Is Unacceptable"

Of the disparity between minority graduation rates and the white rate, the interim vice-chancellor for student affairs, Jo-Anne T. the engineering school, who helps Vanin says: "In a word, it is unaccentable.

Chancellor Richard D. O'Brien ys the university takes "more



between minority graduation rates and the white rate: "in a word, it is unacceptable."

the campus in 1990, speculates that Mr. Shaw says he is surprised

dents who select a major leave the university. "Eighty per cent of the class of 1991 history majors have rector of undergraduate studies for that department.

Students with declared majors get special attention. Engineering students in danger of probation, for example, are required to meet monthly with the associate dean of them set grade point average goals and keeps track of their progress.

The "undecided" students are concentrated in the College of Arts in admitting minority stu- and Sciences. "Students in the colwant to do," says James W. Shaw,

dents. "That risky attitude is right lege can feel mildly frustrated ful- at Massachusetts are higher than and proper," he says, "but it filling academic requirements the NCAA average may be the inmeans we are off the mark in retenwhen they don't know what they come level of students' families. Shirley S. Tang, an adviser at the an associate dean of the college middle-class institution." says United Asia Learning Resource who directs the advising program Burt F. Batty, director of financial-

> pus-and the sense of community One reason why graduation rates demic affairs, says: "Our students says.

aid services. the lack of a center for Asian stuthat as high a proportion as 63 per of housing-virtually all freshmen dents at Massachusetts all had dents before that time may have cent graduate from Massachusetts and sophomores live on the camit engenders. Norman D. Aitken, notion of truly cheap tuition has associate vice-chancellor of aca- sort of evaporated," Mr. O'Brief

who may not have gone to colkge" The university also has several programs designed to foster conmunity. Freshmen can elect to take some of their courses in their resi-

are not torn by having to spend time with friends from high school

dence halls, and those who cometo the university with defined academic interests can choose to live together. There is an advising coter for honors students, and a program for students with learning is-

Increasing Drop-Out Rate

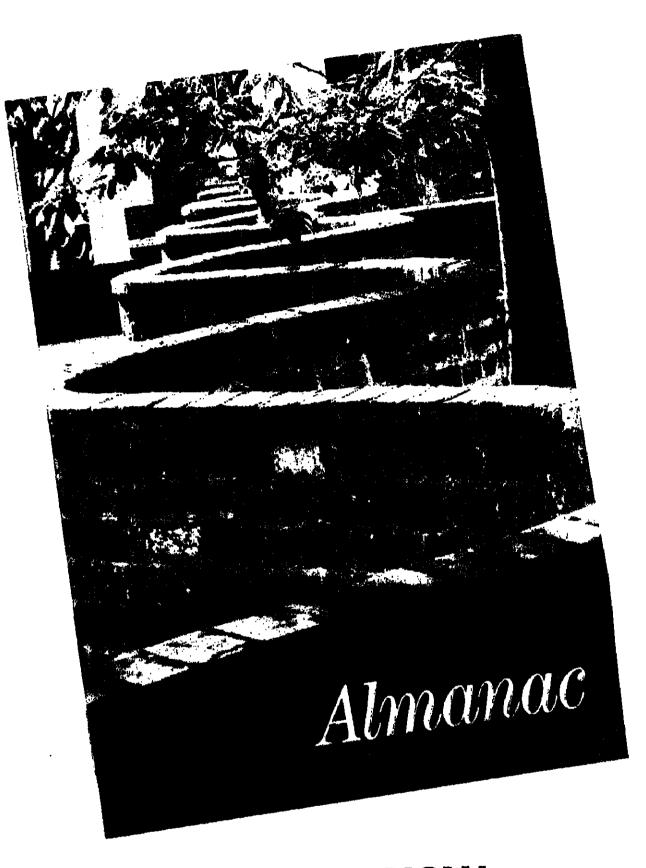
There are signs, however, that the university's graduation at may soon dip. Seventeen per cent of the freshman class of 1990-91 dropped out following the first year, whereas only 12 per cent of the 1984-85 entering class—the one tracked by the NCAA-dropped out after the first year.

The withdrawals may be linked to tuition increases. The state appropriation for the University of Massachusetts at Amherst drop ped from \$131.7-million in 1985 to \$112.2-million in 1992. In the same period, tuition and fees rose from \$1,657 to \$4,863.

In a university survey of fresh men from the fall 1990 class who did not return for the spring semester, money was repeatedly cited as a reason for withdrawing. "As a the case almost everywhere, the

Graduation Rates at the University of Massachusetts at Amherst

••	American Indian	Aslan	Black	Hispanie	White	Other	Tota
Number of freshmen	4	73	154	95	2,760	965	4,0
Number graduated	4	37	57	46	1,811	610	2,56
Proportion graduated	100%	51%	37%	48%	66%	63%	63
NCAA average	29%	62%	31%	40%	56%	n/a	53



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U. of New Mexico Develops New Programs to Improve Its Retention Rate

Ask an administrator at the Uni- NCAA average was 29 per cent. versity of New Mexico about the institution's low graduation rates known for its research in such di-quirements, the average was 3.2. pay much attention to retention. as measured by an NCAA survey. verse fields as cultural anthropoloand you will probably get a two-

The rates must be viewed in their proper context, and they are get- stitutions. ting better.

heartening. Only 27 per cent of the says President Richard E. Peck. enty per cent of the students at the Mexico in 1988 but still has "a year first-time, full-time freshmen who enrolled in fall 1984 graduated within six years, compared with an average of 53 per cent at the 297 institutions in Division I of the National Collegiate Athletic Associa-

The graduation rate for white per cent, 26 percentage points be-proportion of each class. Fortylow the NCAA average for whites.

Graduation rates for minority students at the University of New minority students. Mexico also were well below the NCAA averages. Only 12 per cent of nity college in Albuquerque. To the black freshmen graduated with- compensate, the university was in six years at the university, compared with the NCAA average of 31 per cent for black students. The in- of 2.0. "You have to respond to the stitution graduated just 8 per cent Legislature and the needs of the of the 109 American Indians who

Building Faculty Classroom Skills for Today and the Future

An eight-page, monthly (August-April) publication featuring teaching tips, techniques and super ideas for part-time and full-time faculty and teaching assistants.



At first glance, they appear dis- institution and an urban college," "The strain sometimes results in something like schizophrenia."

Most Are Commuters

University officials point out that 90 per cent of their students are commuters, that their students tend to be poor, and that members students at the university was 30 of minority groups make up a large two per cent of the New Mexico freshmen in the NCAA survey were

Until 1987 there was no commuopen to anyone with a high-school diploma and a grade point average community," says Fred M. Chreist, Jr., director of enrollment services. "That's how we did it."

Beginning in 1983 the university has slowly phased in new GPA and course requirements. The average high-school GPA of the freshmen in

enrolled as freshmen in 1984. The the NCAA survey was 2.9. For Mexico's College Enrichment Pro-1991's freshman class, 70 per cent gram, says that as recently as five Although the university is of which met the new course re- years ago the institution did not

gy and high-energy physics, its of- improving. About 21 per cent of the strengthened, he says, and new ficials shy away from comparisons 1986 freshman class graduated in programs have been developed, with the most prestigious public infive years or less, whereas only 17 such as faculty-student "mentorper cent of the 1984 freshman class ships," to improve retention. "We are a hybrid of a research did so. Still, administrators caution

> and many take semesters off. fore be given 15 to 20 years to earn stand how a university works." their diplomas.

avoid the same pitfalls.

Graduation rates also seem to be But the advising system has been gree, " she says,

Thara Kanapilly, a senior majoragainst expecting too much. Sev- ing in Spanish, enrolled at New university work at least part time, and a half or so" to go until she gets fault of its own making, "We her degree. She says: "I wasted a should not be compared to the Richard H. Cady, director of lot of time taking courses not relatplanning and policy studies, sug- ed to my major. I was like a lot of lege in the 1940's," Mr. Peck sait gests that freshmen should there- minority students: I didn't under- "Given the economic and family

Arturo Sierra, director of New a student-run advising center for

minority students to help the

American Indian Support & ices, says that sometimes the b of coursework detours that w Kanapilly describes are inevital "When they have to take the basis courses, like Math 100 or Engle 100, that can set them back a se mester or a year in getting their &

For better or worse, the univer sity sees its graduation rates as a obstacle to be overcome, not a situations of our students, I don't Now she works as a counselor at think we will ever get up to 50 per

Graduation Rates at the University of New Mexico

American Indian	Aslan	Black	<u>Hispanic</u>	White	Other	Total
109	50	81	697	1,254	19	2,210
9	16	10	180	381	5	601
8%	32%	12%	26%	30%	26%	27%
29%	62%	31%	40%	56%	n/a	53%
	109 9	Indian Asian	Indian Asian Black 109 50 81 9 16 10 8% 32% 12%	Indian Asian Black Hispanic 109 50 81 697 9 16 10 180 8% 32% 12% 26%	Indian Asian Black Hispanic White 109 50 81 697 1,254 9 16 10 180 381 8% 32% 12% 26% 30%	Indian Asian Black Hispanic White Other 109 50 81 697 1,254 19 9 16 10 180 381 5 8% 32% 12% 26% 30% 26% 30% 63% 24% 10%

xte: The figures show the proportion of full-time freshmen in fall 1984 who earned bachelor's degrees

SOURCES: Chronicle reporting; NCAA

CHRONICLE CHART BY JASHINE STEWN

Fewer Students Earn Their Bachelor's Degrees in 4 Years, Study Finds Continued From Preceding Page to 61 per cent in six years. James moving personnel process, can re-

legislature" this spring. The law re- N. Corbridge, Jr., the chancellor of quires the commission to adopt the University of Colorado at Boulinstitutions or between degree pro- the treasury. Some people take a should improve." grams. It also calls for institutions year abroad. For some people,

courses and student advising. Only about a third of the freshmen at the University of Colorado be that "shifts in student demand

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to improve their scheduling of there isn't much incentive to get out and get in the job market."

in four years. The proportion rises than the university, with its slow-

Mr. Meiklejohn says: "An unpolicies and incentives to insure der, explains: "Some people take a discriminating look at graduation that Colorado college students can year off because they run out of rates is unfair. But what it should transfer more efficiently between money and they need to replenish do is point out major areas that we

Changes in Louisiana

Some states are already at work commissioner of higher education He adds that another reason may on changes. In Louisiana, for ex-says the University of New Orat Boulder earn a bachelor's degree for specific programs occur faster prompted officials to modify the of 19 per cent in the NCAA survey. ample, low graduation rates finally leans, which had a graduation rate populist state's open-admission and Louisiana Tech University, policy. About half of Louisiana's with a graduation rate of 40 pm public-college students are in re- cent, are increasing their admit medial programs. Only 33 per cent sion requirements as well. of the freshmen who enrolled at Louisiana State University in the lowa are planning to hire a fe fall of 1984 earned a degree within scarcher to work with the under-

In 1988, LSU replaced its open- and other offices to develop a sirate admissions policy with a list of reegy for improving retention and quired high-school courses and a graduation rates for minority surformula that combines minimum dents. grade-point averages and national scholastic-aptitude-test scores. A rate for the University of Iowa will student with a high-school GPA of 63 per cent within six years in the

least 880 on the SAT. The size of LSU's freshmun class cent. dropped to 3,654 in 1988, from 4,541 in 1987. The following year, president for academic affairs and its retention rate for sophomores dean of students at lowa, says: improved. While in 1988, only 67 "The enrollment of minority sty per cent of the freshmen had re- dents in universities cannot be in turned for their sophomore year, in creased through recruitment alone. 1989 the return rate was 73 per We have got to find a way to incent. By 1990, it had climbed to 79 crease their persistence. per cent.

and seniors have also improved. progress," Mr. Jones continue And last fall, total enrollment at "It's time to stop talking abo LSU rose 3 per cent, to 26,000—the how many are enrolled and to start. first increase since 1982.

William E. Davis, chancellor of who graduates with what degree of Louisiana State, says: "We've major."

done a number of things to upgrade Our goal is for all of our mandatory freshman classes to be taught by full-time faculty. We've about wcomplished that in English, and we're about halfway there in mail and sciences.'

Summie W. Cosper, Louisians

Officials at the University of graduate academic-advising center

Although the overall graduation 2.3, for example, must score at NCAA study, the graduation rate for black students was only 29

Phillip E. Jones, associate vice

"We need to do a more system Retention rates for sophomores atic job of analyzing their academ talking about who graduates, an

Lucille Stilwell, the director of File: Graduation Rates of Fall 1984 Freshmen at Colleges In NCAA's Division I merican Indian Summerican Indian I

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FACT FILE: Graduation Rates of Fall 1984 Freshmen at Colleges in NCAA's Division I CONTINUED

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Note: The table shows the proportion of first-time, full-time freshmen in fell 1984 who earned the total includes students who did not identify their recial or ethnic group.

† Did not supply information

Does not earoil women

Includes freshmen at its two-year colle

The associate chancellor for athletics at the University of Massachusetts at Amherst resigned this month, saying he wanted to devote his full attention to defending himself against churges David Bischoff, the former dean of physical education at Massachusetts, is among the officials who are under scrutiny by a state legislative panel for possibly misspending state funds.
The House Post Audit and Oversight Committee has been holding hearings on the subject since last month.

Mr. Bischoff was reassigned from the deanship last month to a position as director of the university's new convocation

He said in a statement that iming the "innuendoes and isinuations" against him "will ukersergy, time, and attention from my new responsibilities."

Jerry Tarkanian doesn't like losing on the basketball court, and defeats for his teams have

The former men's basketball much at the University of Nevada at Las Vegas also hates losing in the courts, and he's had more wins than bases in that venue, too. Soit's not a surprise that lawyers

for Mr. Tarkanian have filed a notice amouncing their intention to appeal a federal-court ruling imidating a Nevada statute that restricted the NCAA's ability to invisigate rules violations in the sat. The Nevada law was spawned by the NCAA's inquiry into possible volations in Mr. Tarkunian's

Program at UNI.V.

The coach's lawyers hope that bell.S. Court of Appeals for the Ninth Circuit will reverse the lower cour's finding that the Nevada statute restricts interstate connerce and violates the contract between the NCAA and its members.

Recognizing the financial main that many college football bowl games are facing, the NCAA has postponed an increase in the amount that each game must pay out to its participating teams. That amount was scheduled to accesse to \$700,000 from \$650,000 this year. But the NCAA's postseason football subcomm put off the increase "to help bowls face current economic uncertainties." It also commended a reduction in the size of the letter of credit that some of

the smaller bowls must a The sponsors of the Cupper Bowl have asked the city of Tucson, Ariz., and county officials for \$400,000 to case the game's deficit. Several other bowls are under schuling by the Internal Revenue

Service, which has questioned hether the money they receive from ter corporate sponsors should betaxed as income that is unrelated biheir primary mission, education.

Athletics



Linds J. Carpenter, right, with R. Vivian Acosta: "It would be awful and incorrect for people to think that if you file a Title IX complaint you risk killing your whole program."

Many at Brooklyn College Question Motive Behind Dropping Sports Teams

Angry critics say a federal bias judgment, not the bottom line, is the real reason

By DEBRA E. BI.UM

BROOKLYN, N.Y. A decision this month by Brooklyn College of the City University of New York to drop all its sports teams as part of a multimillion-dollar budget out has been attacked by athletics administrators, coaches, and athletes who say the college had ulterior

Brooklyn officials say the move was made purely for financial reasons. But critics contend that administrators never fully supported the program and were embarrassed by recent charges of sex discrimination in the athletics department.

While it is not uncommon for institutions to eliminate a team, or even a few teams, for financial reasons, Brooklyn took the unusual route of completely dismantling its intercollegiate program.

The college, which competed in the Eastern College Athletic Conference of the National Collegiate Athletic Association's Division I, will not field teams next fall, although existing athletics scholarships will be honored for their full term.

The NCAA does not keep records on the subject, but an association official in charge of membership said she could recall only one other institution in the last decade that had eliminated its entire sports program, Last year, U.S. International Uni-



Len Roltman, the athletics director: "If they say it's a financial decision and I'm giving them an option that takes care of that issue, how could they just turn it down?"

versity, which had sponsored 12 Division I teams, dropped athletics when it filed for

At Brooklyn, officials have been struggling since May to chop a state-mandated \$5,4-million from its \$70-million annual op-

erating budget. The annual budget for the college's 14-tenm athletics program was about \$1.3-million, of which \$168,000 came from the state last year.

Hilary A. Gold, who as vice-president for student life oversees athletics at Brooklyn, said the college had slashed athletics-along with a variety of programs, services, and positions on the campussolely for financial reasons.

'Purely a Funding Issue'

Dropping athletics, he said, will save much more than the \$168,000 in state funds because it will free up money for other purposes. For example, he said, Brooklyn expects to use the \$400,000 in student fees that had previously gone each year to athletics to improve campus recreational facilities and intramural programs.

Gold said. He added that the decision had also been based on what he called the lack of student interest in the intercollegiate teams and the results of a campus survey that he said had found that many students wanted improved recreational facilities.

But many on the campus, including the athletics department's top administrators. question how much the decision to drop sports really had to do with the bottom Continued on Following Page

Brooklyn's Reason for Dropping Sports Is Questioned

28-Continued From Preceding Page line. Skeptics say the timing of the move—several months after the college was found by the federal government to have discriminated against its female athletes and coaches, and after a troublesome two years later it banned the men's decade for the program as a whole-raises doubts about the administration's motives.

Indeed, ever since rumors began flying in April that Brooklyn was considering dropping its athletics program, people on and off the campus have been crying Foul.

Len Roitman, Brooklyn's athletics director, said the move was a "done deal" from the moment the CUNY system told the college about the budget cuts. He said Brooklyn's administrators and many of its professors had never supported the college's fledgling Division I program and had been looking for any excuse to pull the plug on it.

A Dream of Acclaim

Brooklyn had jumped from Division III to Division I in 1982 after a third-place finish in that year's NCAA Division III men's basketball tournament. Brooklyn's feisty president, Robert L. Hess (who died in January), defied the wishes of a majority of his athletics administrators and many professors and engineered the shift to Division I. just before the NCAA changed its rules to prevent colleges from making two-division leaps.

Mr. Hess's dream of the acclaim that would come with a first-rate sports program never came true. In fact, save for some winning seasons in women's basketball and



barrassments.

In 1986 the NCAA placed the men's basketball team on probation for numerous violations, and soccer team from post-season tour- program. naments for two years, citing unsportsmanlike conduct.

Last fall the football team, which was saved by alumni contributions from its demise in 1988, was

"The lesson learned here is a costly one: if you

stand up for your

principles, follow the

law, and win massively, you lose totally."

dropped for a season because it lacked enough players who were academically eligible to compete.

Mr. Roitman said those and other incidents stacked the administration's sentiment unfairly against the sports program.

He said that over the last few months he had repeatedly offered the administration proposals to operate an abridged version of the sports program—even at the Division II level-without state money.

'My ideas were ignored," he said. "If they say it's a financial decision and I'm giving them an option that takes care of that issue, how could they just turn it down if there weren't other considerations going on?"

Mr. Gold said Mr. Roitman's proposals were "unworkable," beause his revenue and expense esimates were "unrealistic." Mr. Gold said, for example, that Mr. Roitman anticipated \$25,000 in income from an aquatics program that brought in only half that amount this past year. The vicepresident also said that moving to coach. "All we wanted was for Division II would not have saved the college enough money in the fall. Now we all have nothing."

While Mr. Roitman focuses on

been fraught with setbacks and em- tional support for athletics, others-including Molly Perdue, the assistant athletics director-blame the abolition of sports on Brooklyn's desire to avoid confronting the issue of gender equity in the

> In February, the Education Department's Office for Civil Rights came out with its harshest-ever findings of sex discrimination in an intercollegiate athletics program. Responding to a complaint filed by two professors at Brooklyn, the civil-rights office began a 14-month investigation that concluded that the institution was not in compliance with Title IX of the Education Amendments of 1972, which bars sex discrimination in programs that receive federal assistance.

The civil-rights office determined that Brooklyn was not providing male and female students with equitable opportunities to participate in sports, and was treating female athletes unfairly in, among other matters, the scheduling of games, the provision of sports equipment, and recruitment.

The college's acting president, James N. Loughran, signed off on a series of assurances to the civilrights office that by September would have put the Kingsmen program in compliance with federal

gender-equity laws. The assurances included new assignments for coaches and a survey to gauge the sports interests of students, with an eye toward adding new teams for women. (Ironically, say supporters of athletics, the survey was used by the administration to demonstrate the need for more recreational facilities and fewer in-

'We Were Treated Unfairly'

"Does the administration really believe they now will never be held responsible for their past inequities?" said Ms. Perdue, who was also the women's basketball things to be made equitable by next

Ms. Perdue and other female coaches and athletes say they may sue the university for the past discrimination identified by the civilrights office.

Pam White, a basketball player who would have been a senior at Brooklyn in the fall, wants to transfer to an institution where she can compete in her final year of eligibility. But she said she would not let the gender-equity issue at Brooklyn disappear,

"We were tre we have proof of that," Ms. White said. "We're all busy now trying to figure out where we go next, but we're not going to let Brooklyn get away with this, for the sake of all the athletes now and all the future students."

Marc Wurzel, the legal counsel for Alfred C. Cerullo, III, a member of the New York City Council from Staten Island, said he belleved the women at Brooklyn had a solid legal case against the college and the City University of New

"Brooklyn signed a contract with the federal government and

ken," he said. "If you're indicted. the first thing a district attorney tells you is, 'Don't leave town,' but that's what Brooklyn College is doing. They expected to cut their losses and put the whole thing out of sight, but instead they have opened the door to very costly liti-

Linda J. Carpenter is a physicaleducation professor at Brooklyn. She and another professor, R. Vivian Acosta, who are known nationally for their studies of the status of women in college sports, filed the complaint with the civil-rights office in 1990.

Ms. Carpenter said she was most concerned with the lesson that Brooklyn's recent action might convey to women and other institutions around the country. While Brooklyn may not have eliminated athletics in retribution for being found in violation of Title IX, she said, that will probably be the per-

'The lesson learned here is a costly one: If you stand up for your principles, follow the law, and win massively, you lose totally," Ms. Carpenter said. "It would be awful and incorrect for people to think that if you file a Title IX complaint you risk killing your whole pro-

In a joint interview, Mr. Gold,

the vice-president, and Mr. Les ran, the acting president, both pudiated the idea that the gate equity issue was a factor in the cision to cut sports. Called a 'Moratorium'

Tripping over each other words to get the message and quickly, they said almost sing neously: "Title IX was not ate." sideration."

Mr. Gold noted that the coles need to comply with Title IX a giate athletics program.

"Equity of opportunity show carry into the recreational gram," he said.

Mr. Gold held out the possibil of Brooklyn's re-entry into inte collegiate competition. Headon er college officials have been an ful to call the move a "morning um" on sports and have discussed re-applying to the NCAA at the libit sion II or III level down the realeven as early as two years for French films made with foreign

'We really as a college would like to have intercollegiate alle about ministers, and Parliament. that he had played soccer at Brook lyn when he was a student. "he we'd like it to be related to the is terests of the students and the re sources of the college."

A group of about 250 French intellectuals and politicians has accused members of the government and high-level civil servants of trying to replace French with English as the country's principal language. "They have gotten it into their heads to make France give up its language and make us speak English, or rather, American," suid the "Manifesto for the Future of French," which was published as an sivertisement in Paris newspapers. The manifesto's signatories deploted the fact that the French language now is actually banned in high-technology industries, at international colloquia, and in patters. The manifesto was sent to President François Mitterrand. ics," said Mr. Gold, who look! The protesters want the government to pass legislation supporting the se of French and to reaffirm that "freach is the language of

education and work" in France. The protest's authors said that promoters of "all-out English usage" see leading France down the road to "collective self-destruction." If willing is done, they argued. Prace will find itself in the same stution that the Canadian province of Quebec did 30 years ago. "forced into a long and difficult struggle to re-conquer the right to work in our own language."

Students at the University of Begrade last week ended their moult-long protest against the gremment of President Sobodan Milosevic of Serbia. Butter yowed to resume the protest in mid-August if Mr. before suspending the protest. some 15,000 students und many body sympathizers attempted to each on Mr. Milosevic's official residence to demand his raignation. They were prevented ion reaching the mansion by dousands of police officers. The procession was led by the hiversity's rector, Rajko Vracar; the dean of the philosophy faculty. lvan Stajnberger; and many professors. One of them, Obrad Popovic of the medical school, said be naw the students' protest as "a enture in ethics" to the rest of clety. The march was organized the Mr. Milosevic refused to take Part in a student-sponsored meeting itatives of all political Parties and major institutions, such a the Orthodox Church and the Academy of Sciences. The students also blockaded event bridges and key approaches to Belgrade for several hours one day last week before ending their

The student actions followed a edits of anti-war protests that were iteant to try to topple President linesevic. Tens of thousands of people attended an opposition rally to weeks ago at which speakers danied the Milosevic government economic disaster and the wars in loads and Bosnia-Herzegovina.

International

Anti-Apartheid Groups Consider Asking Academe to Boycott South Africa Anew

Move debated after collapse of ANC-government talks

By LINDA VERGNANI

DURBAN, SOUTH AFRICA The breakdown in talks between the African National Congress and the South African government on the country's political future has led some groups here to consider calling for a new academic boycott.

Officers of the South African Students Congress said the organization planned to discuss the question at its national conference this month.

University officials said they hoped any call for a renewal of the international academic boycott of South Africa would be resisted.

"I think it would be a tragedy if the breakdown in talks resulted in the resumption of the academic boycott," said Robert Charlton, vice-chancellor of the University of the Witwaterstand. "There is not much universities can do to get the government and the ANC talking to each other again, but I'm optimistic that talks will be resumed."

'A Temporary Hiccup'

Dr. Charlton, who is chairman of the Committee of University Principals. said he believed the breakdown in the talks was "a temporary hiccup." He said there was no place for the parties to resolve the political future of South Af-

rica other than at the negotiating table. The ANC quit the talks with the government following a massacre last month in the black township of Boipatong in which 41 people were killed. The ANC accused the government of complicity in the killings and called for an international inquiry. An interracial, government-appointed commission reported last week that it had seen no evidence to justify such allegations. A full investigation of the incident is to be conducted next month.

The ANC said it would not rejoin the constitutional talks until the government made progress toward the establishment of an interim government run by a democratically elected constituent assembly.

The non-racial Union of Democratic University Staff Associations (UDUSA) passed a resolution at its annual meeting here last week calling on President F. W. de Klerk's administration to pave the way for a transition government. The resolution said the administration should "immediately accede to a democratic government that will rapidly prepare the ground for an elected constituent assembly."

The upusa members also voted to. support a protest campaign to press the government to meet the ANC's demands. Campus chapters of upusa are action" planned by the ANC. The cam- Robert Chariton of the U. of the Witwatersrand: "I'm paign is expected to include strikes,

boycotts, and acts of civil disobedi-

Meanwhile, an anti-apartheid alliance of educators decided to ask the government to take part in immediate negotiations aimed at solving problems in the country's education system.

The ANC is among the organizations represented in the alliance, officially known as the National Education Conference working group. It also includes representatives of the Azanian Peoples Organization, the Congress of South African Trade Unions, and major student, teacher, and faculty associations.

'A Renewed Mandate'

"We now have a renewed mandate from the National Education Conference to place before the President the need for a forum to resolve some of the urgent and pressing issues of the education crisis," said John Samuel, head of the ANC education department and a member of the working group. "We've decided that we will send a letter to the President to take up the discontinued discussions that the education delegation last pursued in 1991."

Those discussions were set up after a meeting between President de Klerk and Nelson Mandela, the ANC head, and a group of leading academics. The talks between government education ministers and representatives of a range of education groups examined many specific problems but produced few resuits. Critics said the government had dominated the proceedings, Mr. Samuel said the ANC had not had any talks with the government about education since the dissolution of that group.

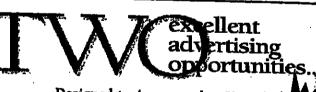
Mr. Samuel said state subsidies to universities would be among the issues taken up in education talks with the government.

A Hotly Contested Issue

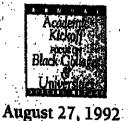
The question of whether to redistribute a portion of state subsidies for higher education from the predominantly white universities to the historically black ones is expected to be a hotly contested issue. It sparked the sharpest debate at an international conference on transforming South African universities, held on the campus of the Uniersity of Durban at Westville this month. The meeting was organized by the Union of Democratic University Staff Associations.

According to a recent study, in the five years ending in 1990 the enrollment at the country's historically black institutions increased by 13 per cent while average government funding per student increased only 4 per cent. At the predominantly white universities, in contrast, there was a 3-per-cent increase in student numbers and an 11per-cent average increase in state funding per student. The findings were from a study by Ian Bunting of the University

Continued on Following Page



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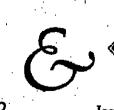
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Be sure to reserve advertising space.

To call extra attention to the events you sponsor, you're invited to insert an advertisement in this special section of the Chronicle. Deadline for space reservations and materials Priday, July 17. Phone our Display Advertising Department today: (202) 466-1080; ask for Gina Hill.

The listing of events in the news columns of this special supplement free, and information for inclusion in those columns is welcomed in consideration by the editors.

The Chronicle of Higher Education 1255 Twenty-Third Street, N.W., Washington, D.C. 20037



Center Aims to Professionalize and Democratize' Russian Journalism

"should be weighted to favor the committee to explore the possibili-

enrollment of students from socio- ty of regional postsecondary edu-

MOSCOW On a quiet street in the heart of the Russian capital, workers are putting the finishing touches on a building that could help revolutionize how journalism is practiced

The two-story structure will house the Russian-American Press and Information Center, a research and training facility that will help journalists report on the rapid changes that Russia and other former Soviet republics are now going

The project is sponsored by New York University's Center on War. Peace, and the News Media and

^{^1}Continued From Preceding Page

of Cape Town (The Chronicle, July

1) that was prepared for discussion

"The state's view of the imple-

mentation of the subsidy formula is

that it is very, very unsatisfactory

and not defensible," said R. H.

Stumpf, deputy director general of

South Africa's Department of Na-

tional Education. He spoke at the

meeting in response to questions

about the subsidy formula. He said

the formula was complicated and

weighted in various ways, but such

factors could not justify discrepan-

Pundy Pillay, a University of

Cape Town economist, said, "Se-

rious consideration should be giv-

en to the redistribution of re-

torically white institutions to the

poorer historically black institu-

Mr. Pillay said new formulas

Officials of the National Autono-

mous University of Mexico have

suspended indefinitely their plans

to raise the institution's tuition by

The decision, made in the wake

of student protests of the proposed

increase, came as a surprise to the

university's faculty members and

other observers of higher educa-

tion here. Tuition at the university,

known as unam for its initials in

Spanish, has not been raised in 44

University administrators an-

nounced plans to raise tuition last

fall, but then spent seven months

deliberating the amount of the in-

month that tuition would be raised

Student University Council orga-

The university also said it would

scholarship and financial-aid pro-

gram to insure that no student

would be turned away because of

Despite the student council's

the institution for one day.

Concern Over Disruption

an inability to pay .

one million per cent.

U.S. cents.

cies in funding.

at the upusa meeting here.

the U.S. A.-Canada Institute of the other subjects. More important, Russian Academy of Sciences.

rector of the NYU program, who ent States. was in Moscow to get the press center started. Linda Jensen, an

A Library and a Data Base

When the center becomes fully operational in early fall, it will offer a wide range of services, including derstand a thing about economic the use of a research library and an reform, so it's no wonder the pubon-line computer data base cover- lic is totally confused," Mr. Maning history, current events, and off said. "We're not going to make

Some South African Groups Consider Call for New Boycott

economically disadvantaged back-

At its annual meeting, the staff-

associations union appointed a

grounds, particularly women."

'I think it would

resulted in the

sources from the more affluent his- sidy formula. The group hopes to

Mexican University Officials Suspend

years. It currently equals about six avoid it," he said in a formal state-

crease. After they announced last crease. Buildings, laboratories,

to the equivalent of \$670 a year, the pair, and many faculty members

nized mass protests that shut down had pledged to give faculty mem-

put in place a comprehensive the rector's decision to postpone

ment.

Plans for Massive Tuition Increase

resumption of the

academic boycott."

committee to develop proposals

win acceptance of one of its pro-

posals before the start of the 1993

The union also established a

ition increase whatsoever, the uni-

versity had said that the proposed

rise would be ratified or rejected on

July 17. But last week the universi-

ty's rector, José Sarukhán Ker-

mez, said it would be postponed

until "conditions exist propitious

to its approval." He also said the

increase would be delayed until it

rector to foresee a disruption of the

university's academic life and

accept the need for a tuition in-

and libraries have fallen into disre-

have left for other jobs. The rector

bers a badly needed salary raise

once the tuition increase was ap-

Several student groups criticized

an increase, saying that a small mi-

nority of students who oppose any

change in the university had man-

aged to have the last word.

"It is the responsibility of the

would no longer incite protest.

academic year next February.

MEXICO CITY vow to continue to oppose any lu-

for alternatives to the current sub-

be a tragedy if the

breakdown in talks

Mr. Manoff said, the center will "Our goal is to professionalize provide training seminars for jourand democratize the Russian press nalists from the member nations of on nucleur non-proliferation. Semicorps," said Robert Manoff, the di-the Commonwealth of Independ-

three-day seminars will resemble American, and Vladimir Orlov, a Economics 101, attempting to ex-Russian, are the center's co-direc-plain the intricacies of a market economy and to provide a broad context for understanding the economic reforms introduced by President Boris N. Yeltsin.

cation consortia for South Africa

that could link several institutions

and ease the competition for funds.

In an interview, Mr. Samuel of

the ANC said the whole system of

postsecondary education needed

to be re-examined. Part of the

problem with trying to fix South

Africa's education system, he said,

was that most people involved in

such efforts were working only

within the current framework

Much more innovation and cre-

ativity are needed in the search for

solutions, Mr. Samuel said. The ar-

within the present government-

subsidy system, he said, is "in a

way setting up a straw man" and

spending a lot of energy knocking it

down. Mr. Samuel said he would.

for instance, suggest relocating

students to universities that are closer to where they live.

"Why do all the white students

have to be at Wits and Rand Afri-

kaans and Stellenbosch?" he said.

"Why can't they go to other uni-

Mr. Samuel said the ANC, as part

of its efforts to develop public-poli-

cy options, would immediately

commission a group of experts to

investigate higher education and

recommend changes by February.

The study group will meet with uni-

versity administrators and with

student and faculty organizations,

Freeing Up Intellectual Talent

Mr. Samuel said the ANC group

would identify critical issues in

higher education that should be ad-

dressed immediately, and "long-

term policy issues that will consti-

Many education officials in

South Africa say the resolution of

the country's political dilemma

would free up a great deal of intel-

lectual talent that could be applied

is not resolved, it will continue to

take a lot of intellectual expertise

and power away from education

into politics," said M. R. Malope,

vice-chancellor of the University

of Bophuthatswana, "People feel

that once the knot of political prob-

lems is untied, all the other prob-

"As long as the political problem

versities?"

community, including a majority of tute the basis of creating a changed

-RHONA STATLAND DE LOPEZ | loms will begin to be untied."

its 250,000 students, had seemed to postsecondary sector."

gument about reallocating funds

'which is itself defective."

dent Mikhail S. Gorbachev's pe-"Some journalists here don't unrestroika reforms. "It was really early to think of opening such a center," said Mr. Manoff, "Nevertheless, we figured the system, sooner or later, would

> "The social forces set in motion were sweeping him along," he said of Mr. Gorbachev. "That made it a bet worth making.'

them Ph.D.'s, but they'll know the

Ukraine

Finding the right Soviet organization to serve as a local partner for such a venture was a challenge, Mr. Manoff said. Not only would the partner be responsible for providing a site for the center, but it also had to be committed to the free flow of information and have influence in the right circles, to insure that things got done properly and on time. Mr. Manoff and other

NYU officials held talks our years with various organized before settling on the U.S. A. ada Institute.

The NYU Center on War, h and News Media, which was The press center will also focus sponsible for financing the nars are planned not only in Moscow project, relied heath cow but also in cities in three foundation grants to come up. other former Soviet republics that the \$500,000 needed to ope have nuclear weapons on their territory: Belarus, Kazakhstan, and

Focus Has Shifted

Mr. Manoff said he had first en-As originally conceived visioned opening an information press center would have to center for the Moscow-based press mainly to foreign journally in 1988, in the early years of Presisponsible for telling the rest world what was going on indviet Union. But the monne changes here in the past years sunded the center's organize focus instead on helping ed. and retrain journalists from Re and other nations of the Cour wealth of Independent States

Mr. Manoff does not under the challenge that the joungestablishment here, which t been under complete governzcontrol for 75 years, faces as in to reform itself.

"In terms of fundamental tutional change, it's every his complicated as changing these omy," he said.

"It will take decades to the the system," he added. "But came because we think we have some immediate impact"

WORKSHOPS

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CONFERENCE ON DIVERSIT

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Oropping

great deal of attention has been paid in recent Amonths to the resignations of college and university presidents. But the number of presidential vacancies— 214, by The Chronicle's count—is not unusual. There were 150 positions open at the presidential and chancellor's level in September 1989, 230 in September 1990, and 197 last October.

Since presidents and chancellors usually leave their oosts in early summer, the number of vacancies bulges at this time of year.

Because some of the recent resignations were at "prestigious" institutions, they have sparked more general interest than usual. ABC News, for instance, is seeking a university (or two or three) that will allow its cameras in on the presidential search process.

Stephen Lyons, who was told in May that the alumni magazine he edited at the University of Idaho would cease publication after its summer issue (The Chronicle, May 20), has received help in his efforts to save the magazine: Edmund Keeley, president of PEN, a non-profit organization representing 10,000 poets, editors, and novelists worldwide, has written to Elisabeth A. Zinser, the university's president, asking her to reconsider her decision to fire Mr. Lyons.

According to the Pullman, Wash., Daily News, Mr. Keeley wrote: "The precedent of a journalist losing his job after publishing two articles which anger University officials is highly disturbing to members of the University and in our view has troubling implications for the state of the First Amendment on your campus."

A PEN spokeswoman, Tyler Cassity, said circumstantial evidence showed that Mr. Lyons had not sea fired for budgetary reasons but because of articles ehad written criticizing the use of alumni magazines as

and-raising vehicles. For his part, Mr. Lyons told the newspaper he had no llusions about regaining his job; "I don't think my

situation can be changed. I think it's a done deal. "I'm concerned about the other people who work

Among those scheduled to testify at the Moscow trial about Boris Yeltsin's banning the Communist Party is Richard Pipes, professor of history at Harvard University and a fervent anti-Communist.

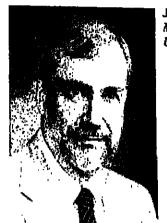
Miriam Defensor Santiago, an unsuccessful candidate nthe recent president race in the Philippines, has asked that country's Supreme Court to lift a travel ban against ^{her} so she can accept a fellowship at Harvard University.

Since the founding of the Common Fund in 1971. George F. Keane has served as its president. Mr. Keane will become president emeritus and senior investment adviser on January 1. David K. Storrs, executive vicepresident of the fund, will succeed Mr. Keane in the Presidency. Mr. Storrs was director of investments at Yale University before he joined the fund, whose headquarters are in Pairfield, Conn., in 1987.

The Association on Handicapped Student Service Programs in Postsecondary Education is changing its name and its unwieldy acronym (AHSSPPE). During the closing ession of its conference, scheduled for July 22-25 in Long beach, Cal., it will become the Association on Higher Education and Disability (AHEAD).

Gazette APPOINTMENTS, RESIGNATIONS, & DEATHS

Common Fund



Baruch College

of City U. of New York

San Francisco

. Ivan Legg Memphis State University





La Roche



Oberlin College



Naomi F. Collins NAFSA: Association of International Educators

- New college and university chief executives: Berkeley-Alameda campus of California School of Professional Psychology, Katsuyuki Sakamoto; Bethany College (Cal.), Tom Duncan; Dutchess Community College, D. David Conklin; John C. Calhoun Community College, Richard G. Carpenter; Lake Erie College of Osteopathic Medicine, Joseph J. Namey; La Roche College, Msgr. William A. Kerr; Teikyo Post University, Norman L.
- Other new chief executives: NAFSA: Association of International Educators, Naomi F. Collins; Common Fund, David K. Storrs; Pennsylvania Commission for Community Colleges and Federation of Community College Trustees, Leland W. Myers.

Appointments, Resignations

Ellen Boyer All, director of human re-sources at Spiegel and McDiarmid (Washington), to director of personnel a Anne Arundel Community College. Anne Arunder Community Confederation Susan Lawrence Anderson, area director of the alumni fund at Massachusetts Institute of Technology, to major-gifts officer at Radcliffe College. Paul S. Appelbaum, professor of psychiatry at U. of Massachusetts Medical Center, to chair of psychiatry.

James R. Austin, former vice-president for institutional advancement at Shorter College, to director of development at Trueti-McConnell College. Stu Barger, dean of science, mat ics, and nursing at Everett Community College, to interim vice-president of in-

struction and student services.

Ernest H. Berg, interim dean of the school of educational resources, research, and technologies at College of the Desert, to interim president of Evergreen Valley College

Jack Bowman, dean of the school of fine arts at Cameron U., to dean of the college of communications and fine arts

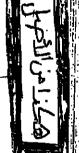
H. E. Broadbent, III, executive director of Pittsburgh Regional Library Center, to associate provest for info services at Dowling College. Jo A. Brooks, acting head of the Schoot of Nursing at Purdue U., to head of the school and associate dean of the Schools of Pharmacy, Nursing, and Health Sci-

Richard G. Carpenter, president of Evergreen Valley College, to president of John C. Calhoun Community College.

Paul Clemente, associate vice-president of the control of the college. dent for financial affairs at Boston U., also to chairman of Boston U. Management Team for Chelsea.

Continued on Following Page





president.

Phillip V. Lewie, professor of munuge-

ment at Abilene Christian College, to

Robort L. Lhota, associate dean of

learning-support services at Georgia Military College, to director of the li-brary at South Suburban College.

Anne Lipport, professor of French and

James W. Mayer, professor of materi-

nasociate vice-president for academic affairs at Ohio Northern U., to vice-

als science and engineering at Cornell U., to director of the Center for Solid

e Science at Arizona State U.

Anita McDonald, dean of the evening

college and director of summer sessions

at U. of Missouri at St. Louis, to asso-

ciate director for the summer session

evening, and weekend division of Ex-

William G. Meyers, dean of the school of engineering at Tri-State U., to interim

William J. Mitchell, director of the mas-

Anne F. Moore, acting director of Allen

Emily Moore, interim academic dean at

Thomas E. Moore, dean of the graduate

program at Babson College, also to asso

Adne H. Nab, assistant vice-president for public affairs at U. of Maine, to vice-president for university relations at Ohio

Joseph J. Namey, vice-president for medical affairs at Southeastern U. of the

Erie College of Osteopathic Medicine, a

Richard D. Niece, assistant academic

dean at Walsh College, to dean of the

undergraduate studies at Brooklyn College of City U. of New York, to dean of

Raymond B. Palmoulet, professor of

conomics at North Carolina State U.,

to head of the department.

Ronald J. Paprocki, director of budgets

and financial planning at U. of Roches-

r, to vice-president. Louis V. Paradise, dean of the college

terim provost and vice-chancellor for

student and academic affairs.

education at U. of New Orleans, to in-

Mitch Ples, dean of admission at U. of

Dubuque, also to vice-president for uni-

James Pittman, dean of medicine at U. f Alabama at Birmingham, has retired.

J. Michael Pressimone, director of annual and planned giving at Catholic U. of America, to director of development at Elizabethtown College.

Paul J. Prokop, Jr., member of the de-velopment staff at U. of Pittsburgh, to

Michael F. Reardon, acting provost at

Victor Regnier, associate professor of architecture and gerontology at U. of Southern California, to interim dean of

liberal arts at California Polytechnic State U. at San Luis Obispo, to vice-

Sidney A. Ribeau, dean of the school of

president for academic affairs at Califor-nia State Polytechnic U. at Pomona. Dayld S. Rodes, professor of English at

Lloyd A. Rowe, vice-chancellor for aca-

demic affairs at Indiana U .- Northwest.

Willard D. Ruffner, Jr., associate vice-

to acting chancellor.

Portland State U., to provost.

the school of architecture.

school of business.

ergraduate studies at Babson Col-

Health Sciences, to president of Lake

ciate vice-president for academic af-

ter's program in design studies at Har-

vard U., to dean of the school of archi-

tecture and planning at Massachusetts Institute of Technology.

Memorial Art Museum at Oberlin Col-

Concordia College (Mich.), to dean of faculty at Concordia College (Minn.).

lege, to director.

new institution.

tended University at U. of Arizona.

Gazette CONTINUED

Anna L. Collins, director of technicalsupport services at the law center at D. David Conklin, dean of academic af-

fairs at Mercer County Community Col-lege, to president of Dutchess Community College, effective September I. Donald R. Cooney, director of development at Lancaster Theological Semi-nary, to vice-president for development

"George R. Covino, director of financial aid at Babson College, to director of

Bemard Coyle, vice-president for academic affairs and research at Polmer College of Chiropractic-West, to vicepresident for academic affairs at Western States Chiropractic College.

Robert N. Cristadoro, assistant vicepresident for student affairs at Florida Institute of Technology, to dean of mar-keting and enrollment management at Teikyo Post U.

Lola S. Cronholm, professor of biology and dean of the College of Arts and Science at Temple U., to provost and vice-president for academic affairs at Baruch College of City U. of New York. Nat Dean, director of the Center for

Farcer Services at Ringling School of Art and Design, hus resigned. Charles Detrickson, dean of the college

of applied sciences and technology at Morehead State U. (Ky.), to interim president of Lees College.

Arthur J. Delong, president of Whitworth College, has announced his resignation, effective July 31. Gloria Donnelly, head of the department of nursing at La Salle U., to dean

of the new school of nursing.

Eileen Dullea, dean of student affairs at Cazenovia College, to vice-president.

Tom Dunoan, director of professional egistration at Missouri Department of Economic Development, to president of

Bethany College (Cal.). Marilyn J. Federico, assistant vice-president for academic affairs at Florida Atlantic College, to associate provost of the Boca Raton campus.

H. M. Fulbright, president of Truett-McConnell College, has announced his retirement, effective December 31. Norma Fields Furst, former president of Harcum Junior College, to interim president of Baltimore Hebrew U.

Philip P. Gerbino, vice-president for professional programs at Philadelphia College of Pharmacy and Science, to vice-president for academic affairs. M**arythea Grobner, a**ssociate dean of

liberal arts and sciences at Wennichee Valley College, to dean of instruction at Olympic College.

Eugene R. Gregoty, consultant in Port-land, Ore., to assistant vice-chancellor for advancement at Texas Christian U. Raymond P. Harter, special assistant to the executive vice-president at U. of Tennessee at Knoxville, to vice-chancellor for business affairs at Louisiana State U. at Eunice.

Ari Helenius, professor of cell biology and of biology at Yale U., to chairman of cell biology in the school of medicine. Jamie C. Hightower, assistant director of counseling in the office of student fitrancial aid at U. of Maryland at College Park, to director of financial aid at Wart-

Julie L. Hotchkies, consultant in Charlotte, N.C., to director of planned giving at Queens College (N.C.). Richard Kenyon, president of Tri-State

U., has resigned Magr. William A. Kerr, vice-president for university relations at Catholic U. of America, to president of La Roche Col-

Gern Kinder, former executive director af Pike County (Ky.) Chamber of Com-

Donald E. Knaub, director of the Mead-

ows Museum at Southern Methodist U., to director of the Edwin A. Ulrich Museum of Art at Wichita State U. Gretchen Kreuter, president of Rock-

ford College, to interim president of Olivet College.
Steven L. Leary, professor of compara-live medicine and director of the animal-

J. wan Legg, dean of the College of Sciences and Mathematics at Auburn U., to provest of Memphis State U.

president and comptroller at Hood College, to vice-president for administration and finance and treasurer. resources program at U. of Alabama at Birmingham, to assistant vice-chancel-Katauyuki Sakemoto, provost of the Berkeley-Alameda campus of California School of Professional Psychology, to lor for veterinary affairs and director of the division of comparative medicine at Washington U. (Mo.).

S. Clifford Schold, Jr., professor of neu-rology at Duke U., to chairman of neu-Washington U. (Mo.).
Marie E. Lee, director of communications and marketing at United Way of the Virginia Peninsula (Hampton, Va.).
And director of public relations at Monroe Community College. rology at U. of Texas Southwestern Medical center at Dallas.

Douglas Sears, assistant to the president at Boston U., also to vice-chairman Boston U. Management Team for

Jay H. Stein, chairman of medicine at

U. of Texas Health Science Center at San Antonio, to senior vice-president Sciences Center

Norman L. Stewart, chief executive officer of Chuncery Strategies Consulting Company (London), to president of Teikyo Post U. Michael S. Stohl, associate director of

international programs and professor of political science at Purdue U., to dean of iternational programs. Huw Thomas, recent recipient of a Ph.D. in oral biology from U. of Con-necticut Health Center, to chairman of ediatric dentistry at U. of Texas Health

icience Center at San Antonio. Edith Walker, director of external afairs at Pikeville College, has retired. Gerald I. West, chairman of counseling at San Francisco State U., to dean of faculty affairs and professional develop-

Evan T. Williams, professor of chemistry and dean of undergraduate studies at Brooklyn College of City U. of New York, to vice-president for academic af irs at Lewis and Clark College.

Marilyn Williamson, professor of English at Wayne State U., to provost and senior vice-president for academic af-

of business and director of non-tradi-tional programs at Kansas Wesleyan U., o director of the master's of business administration executive program and associate professor of business at

Carl F. Zorowski, professor of mechanic cal and aerospace engineering at North Carolina State U., to head of the depart-

IN THE ASSOCIATIONS

Naomi F. Collins, executive director of Maryland Humanities Council, to executive director of NAFSA: Association of International Educators, effective Au-

Mirlam A. Drake, dean and director of libraries at Georgia Institute of Technol ogy, has been named president-elect of Special Libraries Association.

Sol Silverman, Jr., professor and chair of oral medicine at U. of California at San Francisco, has been elected president of American Academy of Oral Med

MISCELLANY

Jo Ann McDowell, former president of Independence Community College, to executive assistant to the Governor of

Leland W. Myers, director of federal relations in the chancellor's office of Cali-fornia Community Colleges, to execu-tive director of Pennsylvania Commission for Community Colleges and Federation of Community College

David K. Storrs, executive vice-president of Common Fund, to president, effective January 1.

Deaths

Lloyd T. Barnes, 77, former associate clinical professor of medicine at Cornell U. Medical College, June 27 in New

Leonard J. Goldwater, 89, professor emeritus of medicine at Duke U. and Co-lumbia U., July 2 in Chapel Hill, N.C. Horace S. Isbell, 92, former research professor of chemistry at American U. and former chief of the organic-chemistry section at National Bureau of Stondards, July I in Washington.

U. of California at Los Angeles, to director of the university's Grunwald Center for the Gruphic Arts. Carl B. James, 63, head equipment of management at Babson College, also to chairman.

Sister Ann Julia Kinnirey, 87. former professor of philosophy and logic at Trinity College (Washington), June 27 in Stevenson, Md. Hugh P. Kally, 60, professor of physics

and former vice-president and provost at U. of Virginia, June 29 in Charlottes-T. Leroy Martin, 90. former chairman of

accounting at Northwestern U., June 26 in Evanston, III. Sister losephine Morgan, 83, former director of the school of liturgical music at Manhattanville College, June 26 in Al-

William D. Munro, 84, professor emeri-tus of physics at Boston U., June 28 in Winchester, Mass. Emanuel D. Rudolph, 64, professor emeritus of plant biology at Ohlo State U., June 22 in Columbus, Ohio.

Coming Events

22-25: Disabilities. Annual conference, Association on Handicapped Student Services Programs in Postsecond ary Education, Long Beach, Cal. Contact: AHSSPFF, P.O. Box 21192, imbus, Ohio 43221-0192; (614) 488-

23-25: History, "Suspect Terrain: Surveying the Women's West," conference, Coulition for Western Women's History, University of Nebraska, Lin-

ration," workshop, NAFSA: ion of International Educators, Plains Studies, (402) 472-3082 Plains Studies, (402) 477-3082.

23-2B: Multimedia. "Multimedia:
Education and Industry." confetts:
Association for Applied Interaction
Multimedia, Charleston, S.C. Combo
Romuld D. Plemmons, (800) 553-779

25-29: Institutional advancement in Information
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25-29: International education are described by the Campus: Welcoming Faculty, Staff, Campus: Welcoming Faculty, Welcoming Faculty, Staff, Campus: Welcoming Faculty, Staff, Campus: Welcoming Faculty, Staff, Campus: Welcoming Faculty, Staff, Campus: Welcoming Faculty, Welco

sof Study-Abroad Advising and

kers, Indianapolis, Contact: AP. 0.684-1446, fax (703) 549-2772.

1830: Fund raising. "Summer Insti-ge in Educational Fund Raising," bundifor Advancement and Support (Education, Hanover, N.H. Contact;

26.31: Admissions, "Institute on Ad-

minutions of young academic physi-has for consideration for Charles E.

#dopment, 1255 23rd Street, N.W., #dogton 20037; (202) 862-1900.

moment No. 246. (For further infor-ilon, see *Federal Register*, June 15, ec. 26,662-4.)

Aberica, to be held in January
Remary in Winterthur, Del. ConChild Smith or Bente Jacobsen,
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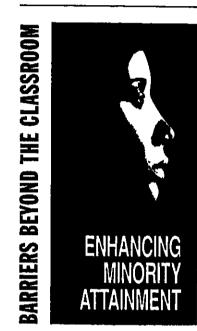
and Public Programs, Winter-

MINUTE, WORKSHOPS

25-29: International education, "The CONFERENCES, CALLS FOR PAPERS 12.29; Facilities. Annual meeting, As-

Enhancing Minority Attainment 1 190684-1446, fex (703) 349-2772. 10) 684-1446, fex (7

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Indiana University at Kuk

Call for Papers POPULAR CULTURE ASSOCIATION AMERICAN CULTURE ASSOCIATION

Annual Meeting New Orleans

The next annual meeting of the Popular Culture Contact Line Contact Li The next annual meeting of the Popular Culture Association will be held Association/American Culture Association will be held Association (2011) Summit Avenue, University of St. Thomas (3026), St. Paul 105(612) 647-5678.

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Studies/American Cultural Studies are interpreted are inter

Area Chairs, who are responsible for all areas, are assigned in over 150 subjects. For the name of the Chall in their area, people interested in participating in the meeting are urged to write immediately to:

Ray Browne, Popular Culture **Bowling Green State University** Bowling Green, OH 43403 or call 419-372-2981, FAX 419-372-8095

missions and School Relations," College Board and Colorado College, Colorado Springs. Contact: (408) 452-1400. 26-31: Intercultural studies. "Institute for Intercultural Communication," Intercultural Communication Institute, Portland, Ore. Contact: (503) 297-4622.

27-29: Computers. International sym-iosium on symbolic algebraic computaion. Association for Computing Muchinery, Berkeley, Cal. Contact: Erich Kaltofen, (518) 276-6907.

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26	27	28	29	30	31			

27-29: Learning. Workshop on computational learning theory, Association for Computing Machinery, Pittsburgh, Con-(act: Robert Daley, (412) 624-5930. 27-August 1: Mathematics. "Interactive Texts in Maple for Windows," workshop, Mathematical Association of America, Scattle. Contact: Mike Pepe,

27-August 2: International programs. International Exchange Association and Colorado College, Colorado Springs. Contact: Carolyn Lantz, (202) 296-4777. 28-29: Enrollment. Conference on enrollment planning, American College Testing Program, Westin Hotel, Chica-

uo. Contact: Act. (708) 634-2560. 28-31: Management, Symposium on Total Quality Management, Lehigh University, Bethlehem, Pa. Contact: (215) 758-5452. 28-August 2: Leadership. Workshop,

Association of College Unions-Interna-tional, Moscow, Idaho. Contact: Mar-sha Herman-Betzen, (812) 332-8017. 29: Campus security. Workshop, Central Association of College and University Business Officers, Omaha, Contact: Debbie Duncan, (608) 262-0306.

29-31: International studies. Meeting. Association of Caribbean Studies, Ocho Rios, Jamalca. Contact: (606) 257-6966.

29-August 1: History. "Re-envisioning the History of the American West," conference, Utah State University and National Endowment for the Hu ities, Logan, Utah. Contact: Ross Peter-

Deadlines fellowships, grants, institutes, workshops, papers, & miscellany

appeared in previous issues of ethronicle.

symbol (a) marks items that have thur Museum, Gardens, and Library, with appeared in previous issues of Winterthur, Del. 19735; (302) 888-4643.

August 14: Black women. Proposals on the theme "African-American Women in the Academy: Developing an Agenda August 14: Medicine. Nominations by for Empowerment in an Unit icadly Climate," for possible presentations at the annual conference of the Association of Black Women in Higher Education, to be held in June in Chicago, Contact: Lin-dn C. Jolly, Vice-President and Cumpus munity College, Torry Cumpus, 1832 North Dupont Parkway, Dover, Del.

Applications for resident, cooperative, and postdoctomi research associate 19901 : (302) 739-4407. ships with residence at federal agencies or research institutions. Contact: Asso cateship Program (0r430/DC), Office of Scientific and Engineering Personnel, Padorat Research Council, 2101 Consti-August 5 M T W T F 5 Alla: fax (202) 334-2759. Agust 16: Science research. Applica-2 3 4 5 6 7 8 rom U.S. scientists for fellowcollaborative scientific re-9 10 11 12 13 14 15 ach in India in 1993. Contact: Jeunine 16 17 18 19 20 21 22 iels, Academy for Educut

August 14: Campus violence. Proposals on the theme "Before and After Appli-Bossfrom faculty members in earth texts, engineering, materials sci-Campus Violence: Stopping the Crimes and Caring for the Survivors," for possilion sciences, or transporta logistics for grants for research in ble presentations at a conference to be held in February in Baltimore. Contact: Consider the state of the state Campus Violence Prevention Center, Towson State University, Bultimore 21204; (410) 830-2178.

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21204; (410) 830-2178.

Exaugust 15; Learning assistance. Proposals for possible presentations at the annual meeting of the College Reading and Learning Association, to be held in April in Kansas City, Mo. Contact: JoAnn L. Mullen, Division of EMECR, McKee 213, University of Northern Colorado, Gredley, Colo. 80639; (303) 330-8230, fax (303) 351-2312. Heat 18: Humanities. Applications an ealing and university teachers for interpretational study in the humanities. Contact: Clay Lewis, National Manager for the Lewis, National

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downent for the Humanities, Room
| Somment for the Humanities, Room
| 100 Pennsylvania Avenue, N.W.,
| 100 Pennsylvania Avenue, N.W. 8230, fax (303) 351-2312. M August 15: Listening. Proposals for possible presentations at the convention of the International Listening Association, to be held in March in Memph Contact: Michael Gilbert, Educational Leadership, University of Arkansas, 2801 South University Avanue, Little Rock, Ark. 72204; (501) 569-3267.

M August 18: State orime. Papers on the theme "Comparative Approaches to Controlling State Crime," for possible publication in a book. Contact: Jeffrey lan Ross, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta Tik 3M4, Canada.

M August 15: Students. Proposals on the theme "The Impact of Student Judicial Affairs on the University Communi-ty: a Celebration of Five Years of Pro-moting Professional Excellence," for possible presentations at the annual conest 14: Decorative sets, Applica-after participation in an institute, Chectives on the Decorative Arts in the hards it is belief in Tonnary possible presentations at the annual conference of the International Association for Student Judicial Affairs, to be held in Pebruary in Clearwater Beach, Fla. Contact: Linda Timm, Director, 2440 Student Judicial Office, Illinois State University, Normal, Ill. 61761.

■ August 15: Technology and teacher aducation. Manuscripts on technology and teacher education for possible public cation in the Journal of Technology and Tracher Education, Contact: Association for the Advancement of Computing in Education, P.O. Box 2966, Char-lottesville, Va. 22902; (804) 973-3987, fax (804) 978-7449.

Communication, Language, and Gen-der. Proposals for possible presentations at the annual conference of the Organiration for the Study of Communication, Language, and Gender, to be held in Oc-tober in New York, Contact: Curol Valentine. Department of Commu Arizona State University, Tempe, Ariz. 85287-1205; (602) 967-2817.

Diatance learning. Proposals on the theme "Telelearning: Creating Connections." for possible presentations at a conference to be held in October in Den ver. Contact: Coast Telecourses, 11460 Warner Avenue, Fountain Valley, Cal. 92708-2597; (800) 228-4630 or fax (714)

241-6286. m International aducation. Proposals on the theme "Knowledge Across Cul-tures: Universities East and West," for pussible presentations at a conference to he held in October in Toronto. Contact: Higher Education Group, Ontario Insti-tute for Studies in Education, 252 Bloor Street West, Toronto M5S IV6; (416) 923-6641, fux (416) 926-4725.

International education. Proposi on the theme "New Concepts in Highe Education," for possible presentation at a conference of the international at a conference of the Internation Educa-tion, to be held in December in Mexico City. Contact: Brwin Waschnig, Execu-tive Director, ICIHE, Sulte 1804. 150 York Street, Toronto M5H 385; (416) 360-3805, [ax (416) 360-683.

international issues. Proposals on the theme "U.S. Competitiveness in the Global Marketplace: Institutional Part-Global Marketials and Resurgence," for possible presentations at a conference to be held in November in Photonix. Contact; Gary C. Anders, Director, Institute for International Business, Arizona State University-West, P.O. Box 37100, Phoenix 85069-7100; (602) 543-6214, fax (602) 543-6221.

Medical education. Proposals on the theme I deas in Process; the Role of the Behavioral Sciences in Medical Educa-tion," for possible presentations at the annual meeting of the Association of Be-havioral Sciences in Medical Education, to be held in October in Smugglers Notch, Vt. Contact: Lee Badger, (205)

MACHINA

 August 3: Science education. Expressions of interest from higher-education institutions that have been involved in reform of science curricula in elementary schools for consideration for inclu-sion in a national study of preservice sci-ence education of elementary-school teachers. Contact: Arie Michelsohn, National Center for Improving Science Education, 2000 L, Street, N. W.; Suits 603, Washington 20036; (202) 467-0652, fax (202) 467-0659.

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